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The Commonwealth of Massachusetts
BUREAU OF STATISTICS
CHARLES F. GETTEMY, Director

FIFTH ANNUAL REPORT
ON
LABOR ORGANIZATIONS
FOR THE YEAR
1912

LABOR BULLETIN No. 96

(Being Part III of the Annual Report on the Statistics of Labor for 1913)



OCTOBER 10, 1913

BOSTON
WRIGHT & POTTER PRINTING COMPANY
STATE PRINTERS
1913

MASSACHUSETTS BUREAU OF STATISTICS

Rooms 250-258, State House, Boston

The Bureau is organized into five permanent divisions: 1. The *Administration Division*, charged with duties supervisory in relation to the several divisions; 2. The *Labor Division*, engaged in the collection and tabulation of statistical and other information relating to matters affecting labor and the condition of the working people, as well as questions of general economic and social interest; 3. The *Manufactures Division*, which collects and tabulates Statistics of Manufactures; 4. The *Municipal Division*, which collects and tabulates Statistics of Municipal Finances, audits municipal accounts and installs accounting systems in cities and towns and supervises the issue of town notes; 5. The *Free Employment Offices Division*, embracing the administration of the State Free Employment Offices, of which there are four, located respectively at 8 Kneeland Street, Boston; 47 Water Street, Springfield; 41 North Main Street, Fall River; and 48 Green Street, Worcester. During the period of taking and compiling the Census a sixth, the *Census Division*, is organized.

The functions of the Bureau and the duties of the Director are summarized in Section 1 of Chapter 371 of the Acts of 1909, entitled "An Act to Provide for a Bureau of Statistics," as follows:

SECTION 1. There shall be a Bureau of Statistics, the duties of which shall be to collect, assort, arrange, and publish statistical information relative to the commercial, industrial, social, educational, and sanitary condition of the people, the productive industries of the Commonwealth and the financial affairs of the cities and towns; to establish and maintain free employment offices as provided for by chapter four hundred and thirty-five of the acts of the year nineteen hundred and six and amendments thereof; and to take the Decennial Census of the Commonwealth required by the Constitution and present the results thereof in such manner as the General Court may determine.

SECTION 3. The Director of the Bureau of Statistics shall annually on or before the third Wednesday in January submit to the General Court a statement summarizing the work of the Bureau during the preceding year, and shall make therein such recommendations as he may deem proper. He shall also prepare annually for distribution as public documents, a Report on the Statistics of Labor, which shall embody statistical and other information relating especially to labor affairs in the Commonwealth; a Report on the Statistics of Manufactures, to be gathered as hereinafter more particularly provided for; a Report on the Financial Statistics of the Cities and Towns of the Commonwealth, to be gathered as hereinafter more particularly provided for; and a report covering the work of the free employment offices. . . . The Director may also publish, at such intervals as he deems expedient, bulletins or special reports relative to industrial or economic matters and municipal affairs. . . .

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LABOR ORGANIZATIONS, 1912.

INTRODUCTION.

The attention of the people of Massachusetts was directed toward the labor movement during the year 1912 to an extent unprecedented in recent years. The unusual interest manifested was aroused chiefly by the turbulent industrial conflict which was waged for nine weeks at Lawrence, the great center of the country's worsted industry; by a number of smaller strikes conducted by the Industrial Workers of the World in other parts of the State; by the successful efforts of the employees of the Boston Elevated Railway Company to organize, notwithstanding the strong opposition of the company to any attempt on the part of their employees to organize; and by the organization, without open conflict, of the female telephone operators in Boston as a branch of one of the unions of electrical workers.

The great strike in Lawrence brought into national prominence the Industrial Workers of the World and demonstrated the effectiveness of "direct action" under the leadership of those, who, inspired by revolutionary ideals, assume direction of large bodies of poorly organized and unskilled alien workers. One of the contributing causes of the degree to which this labor controversy was carried was without doubt the weakness of organized textile labor at Lawrence when the strike broke out, a weakness which was due to several causes. The settlement in Lawrence of some 15,000 immigrants during the period 1905 to 1910 added to the population of that city an unassimilated and un-American element so large and so varied in its racial composition as to make it well-nigh impossible to disseminate among these people the advantages of organization. Furthermore, the failure of the United Textile Workers to organize and develop strong textile unions in Lawrence, notwithstanding their efforts in that direction, coupled with the indifference of the manufacturers and the opposition of their overseers and foremen to the organization of regular trade unions, left an open field for an uprising of this

army of workers who were unfamiliar with less radical measures of securing an adjustment of their grievances than through public disturbance such as was witnessed during the early months of the year.

During the strike, when conditions were favoring the Industrial Workers of the World, whose leaders were in command of the strikers, the United Textile Workers had considerable difficulty in making any progress towards organization, especially among the alien workers, although in the end they succeeded in establishing on a solid basis seven affiliated unions and a textile council.

Following the termination of the strike at Lawrence there occurred strikes of cotton-mill operatives in Lowell, of cotton-mill weavers in New Bedford, and of textile workers in other parts of the State, all of which were accompanied by increases in the membership of the Industrial Workers of the World. The older and more conservative organizations were stimulated to exert greater efforts to increase their membership. These organizing campaigns led to the formation of a large number of new organizations, some of them in occupations which heretofore had been poorly organized or in some cases wholly unorganized.

The increase in the number of unions and in the membership of labor organizations in the Commonwealth during the year 1912 is probably without parallel in Massachusetts in recent years, and certainly without parallel since 1908 when this Bureau first began the collection of statistics of labor organizations. This considerable growth is illustrated by the fact that there was a net increase of 79 local unions (6.2 per cent) and a net increase of 45,730 members (23.9 per cent). In no previous year on record did the gain in number of unions exceed 32 (in 1911) or in membership, 19,273 (in 1910).

About one-third of the net gain of 45,730 members of labor organizations in 1912 was contributed by members of local unions affiliated with the Industrial Workers of the World, the number of members in Massachusetts affiliated with this organization having increased from 1,292 in 1911 to 16,546 in 1912. A large part of this increase consisted of textile operatives in Lawrence, Lowell, New Bedford, Fall River, Haverhill, Boston, Holyoke, and Webster.

The other sources of increases in the number of organized employees in Massachusetts during the year may be mentioned in the order of their relative importance. In June, 1912, a strike took place among the employees of the Boston Elevated Railway Company, which company controls practically the entire transit service of Boston. The principal question at issue between the employees and the company was whether the

employees were at liberty to organize themselves, by their own methods, into unions without thereby jeopardizing their positions. The settlement, made in July, while it did not specifically imply a recognition of the union on the part of the company, did, however, affirm the right of the employees to organize as they saw fit. As a result of the formation of this union of street and electric railway employees in the Boston district and the increase in the growth of similar organizations elsewhere in the State, probably stimulated by renewed organizing effort, there was a gain of over 8,000 in the number of organized street and electric railway employees in the Commonwealth during the year.

A net gain of over 4,000 in the membership of the boot and shoe workers in Massachusetts during the year was, judging by the gain in previous years, hardly more than normal. It was not confined to any one of the several national boot and shoe workers' organizations, nor was it attendant upon any special organizing efforts or important strike.

A net gain of about 2,000 members of organized carpenters in the State may also be considered a normal one. In the following cases, however, the net gain in membership was due to special organizing efforts: Telephone operators¹ and garment workers about 2,000 members each; boilermakers, over 1,400 members; machinists and paper makers, over 1,000 members each.

An important strike, that of longshoremen in Boston, in January, 1912, proved unsuccessful and was attended by a decrease rather than by an increase in the number of organized longshoremen.

The constant demand for comprehensive statistics on the labor movement, we believe, has justified the Bureau in a continuation of the collection and publication of data on this subject, a work which was first undertaken on a systematic basis in 1908. In its endeavor to obtain reliable and official information the Bureau has had occasion to communicate regularly with the officers of each labor organization in Massachusetts, and it is gratifying to be able to state that with but very few exceptions assistance has been most cheerfully and intelligently granted. In some instances it has been difficult to secure the desired information. This was due to many of the local unions not regularly maintaining business offices, to the constant changing of officers and of addresses, the organizing and disbanding of unions, the failure to appreciate the importance of prompt replies to inquiries by mail, to the misunderstanding as to the purpose and value of the Bureau's investigations, and to the natural

¹ Prior to 1912 there was no organization of telephone operators in Massachusetts.

disinclination to furnish information which may be of a confidential nature. It has consequently been necessary for the Bureau to obtain some of the desired information through its special agents, but the amount of field work of this character, however, has not increased in proportion to the fund of information which we are now able to present as a result of the increased assistance rendered by the labor organizations.

In this report special attention has been given to a tabulation of union time-rates of wages and hours of labor in effect on October 1, 1912, as reported by the local unions in this State, also to a compilation of the unemployment statistics covering the five-year period 1908–1912. Material was also collected, but not published at this time, relative to trade agreements negotiated during the year, the incorporation of trade unions, the use of the union label, salaries paid to officials of local organizations, and local pension systems.

Following are some of the principal facts shown in this report:

Total number of local trade unions,	1,361
Aggregate membership,	236,768
Men,	211,019
Women,	25,749
Percentage of aggregate membership who were males,	89.1
Percentage of aggregate membership who were females,	10.9
Net increase in membership in 1912 over 1911,	45,730
Percentage <i>increase</i> in number of members (both sexes),	23.9
Percentage <i>increase</i> in number of male members,	20.7
Percentage <i>increase</i> in number of female members,	59.5
Number of local unions organized during 1912,	149
Membership of local unions organized during 1912,	27,242
Number of local unions disbanded or amalgamated with some existing local in 1912,	70
Membership of local unions disbanded or amalgamated with some exist- ing local in 1912,	6,293
Number of local unions in Boston,	289
Membership of Boston unions,	87,833
Percentage of membership unemployed for <i>all causes</i> — average for the year, 1912,	8.3
Percentage of membership unemployed for <i>all causes</i> — average for the year, 1911,	8.1
Percentage of membership unemployed owing to <i>lack of work</i> — average for the year, 1912,	4.5
Percentage of membership unemployed owing to <i>lack of work</i> — average for the year, 1911,	5.4

A syllabus of the introductory portion of this report is given below, the statistical tables dealing with details are given on pages 39 to 113,

a statement relative to "Industrial Unionism in the United States" is given on pages 114 to 116, definitions and explanation of terms used in this report are given on pages 117 to 119, an explanation of the scope and method of the report will be found on pages 120 and 121, and specimens of the forms used in the collection of these statistics appear on pages 122 to 127.

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I.

NUMBER AND MEMBERSHIP.

1. INTERNATIONAL ORGANIZATIONS.

There were 1,361 local unions known to be in existence in Massachusetts at the close of 1912, and of this number there were only 21 locals which were not affiliated with a national or international union. So close is this relationship in matters of finance and government that it has been deemed advisable to present in this report certain statistics¹ furnished by the internationals relative to the number and aggregate membership of their affiliated locals.

The results of the inquiries made by this Bureau show that at the close of the year there were 121 national or international organizations which were represented by one or more affiliated locals in Massachusetts. The aggregate number of local organizations in Massachusetts affiliated with these 121 internationals, including 35 locals directly affiliated with the American Federation of Labor,² was 1,340, having an aggregate membership of 232,654. In addition to these locals there were 21 *independent* locals with an aggregate membership of 4,114. The aggregate number of locals, affiliated and unaffiliated in Massachusetts on December 31, 1912, was therefore found to be 1,361 and their aggregate membership, 236,768.³

The total number of local labor organizations in Massachusetts affiliated with the American Federation of Labor (either directly or through the 87 affiliated internationals which had one or more chartered locals in the State) was 1,084, or 79.6 per cent of all locals in the State. The total number of organized workmen in Massachusetts directly or indirectly affiliated with the Federation was 169,848, or 71.7 per cent of all organized workmen in the State.

According to a statement published under date of January 16, 1913,⁴ the total number of national and international organizations affiliated with the American Federation of Labor was 113. The aggregate membership

¹ For a specimen of the schedule on which these statistics were furnished, see *post*, page 122, and for the statistics in detail, see Table I on pages 39 to 41.

² The locals affiliated indirectly with the American Federation of Labor through its affiliated internationals are enumerated under the individual internationals only, otherwise such locals would be included twice in the aggregate.

³ No effort was made by this Bureau to ascertain the aggregate membership of all unions affiliated with each international as it was not deemed advisable to duplicate the work of the New York Bureau of Labor Statistics in compiling information of this character. See article on "International Trade Union Statistics" in New York Labor Bulletin No. 52, September, 1912.

⁴ See note on the first page of a pamphlet entitled "List of Organizations Affiliated with the American Federation of Labor," issued by the Federation on January 16, 1913.

of the Federation paid and reported upon for the month of September, 1912,¹ was 1,841,268. A comparison of these data with the corresponding data for Massachusetts above cited indicates that there were 26 internationals affiliated with the American Federation of Labor which had no affiliated locals in Massachusetts and that Massachusetts furnished approximately 9.2 per cent of the aggregate membership of the Federation.

The number of internationals, each of which was represented in Massachusetts by affiliated locals having an aggregate membership of 1,000 or over, was 48. The six internationals having the largest membership in Massachusetts were: Boot and Shoe Workers' Union, 27,019; United Brotherhood of Carpenters and Joiners, 18,257; Industrial Workers of the World, 16,546; Amalgamated Association of Street and Electric Railway Employees, 12,867; Brotherhood of Teamsters, Chauffeurs, Stablemen, etc., 10,509; and United Textile Workers of America, 9,670.

There were at the close of the year 1912, 40 internationals which were represented by 10 or more affiliated locals in Massachusetts. The internationals having each more than 25 chartered locals in Massachusetts with the number of locals affiliated is shown in the following tabular statement:

United Brotherhood of Carpenters and Joiners,	147
Boot and Shoe Workers' Union,	65
Painters, Decorators, and Paperhangers, Brotherhood of	62
Bricklayers, Masons, and Plasterers' International Union,	46
Textile Workers of America, United	43
Teamsters, Chauffeurs, Stablemen and Helpers, Brotherhood of,	38
Hotel and Restaurant Employees' International Alliance and Bartenders' International League,	36
Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers, United Association of	35
Barbers' International Union,	33
Molders' Union, International,	29
State, City, and Town Employees, National Federation of	29
Machinists, International Association of	27
Musicians, American Federation of	26

These 13 internationals included 616, or 45.3 per cent of the total number (1,361) of local unions in Massachusetts at the close of the year 1912.

The number of unions as classified under each occupation elsewhere

¹ Report of the Proceedings of the Thirty-second Annual Convention of the American Federation of Labor, page 80.

in this report does not represent invariably the number of locals in Massachusetts affiliated with any international having jurisdiction over that occupation, for in some cases one or more of these internationals conflict in their jurisdiction over the same occupation or group of occupations while in other cases several closely related occupations may be under the jurisdiction of a single international. Thus it will be found that the number of unions classified under the several internationals in Table 1 on pages 39 to 41 will not be in full agreement with the number of unions classified under the several occupations in Table 4 on page 44.

2. DELEGATE ORGANIZATIONS.

A. INTRODUCTORY.

While affiliated with their respective international organizations, nearly all of the local organizations in Massachusetts are at the same time affiliated with what this Bureau has found convenient to designate as "delegate organizations,"¹ which have no direct membership but consist merely of "delegates" or "representatives" from groups of local unions. These organizations have for convenience been grouped under three classes: (a) State, District, and Trades Councils; (b) Central Labor Unions; and (c) Local Trades Councils.

B. STATE, DISTRICT, AND TRADES COUNCILS.

The total number of organizations included in this group² at the close of 1912 was 69 as compared with a total of 62 at the close of 1911. These 69 organizations included 11 State Branches, comprising locals affiliated with various internationals; nine New England District Councils having affiliated locals in Massachusetts; 24 Railway Adjustment Committees, Grievance Committees, and Conference Boards; and 25 District Trades Councils (including carpenters, 11; painters, four; machinists, three; and others, seven). The number under each class in 1912 varied but little from that in 1911, the most notable variation being an increase of six in the number of Railway Adjustment Committees and Conference Boards.

Illustrative of the organizations of this character are: The Massachusetts State Branch of the American Federation of Labor which at the close of the year represented 246 local unions and 31 central labor unions; the Massachusetts State Conference of Bricklayers and Masons with 45

¹ See definition on page 117.

² For a comparative statement for the years 1908-1912, see Table 2 on page 42.

locals; the Massachusetts State Council, United Brotherhood of Carpenters and Joiners, with 126 locals; the Massachusetts State Branch of Journeymen Barbers with 32 locals; the Massachusetts State Conference of Painters, Decorators, and Paperhangers with 41 locals; and the New England Conference Board of International Molders Unions with 28 locals in this Commonwealth alone.

C. CENTRAL LABOR UNIONS.

The number of central labor unions in Massachusetts at the close of 1912 was 33 as compared with 35 in 1911, 35 in 1910, 33 in 1909, and 33 in 1908. There was one such body in each of 24 cities and nine towns. In nine¹ cities there was no organization of this character, namely, Beverly, Everett, Marlborough, Medford, Melrose, Newburyport, Newton, Waltham, and Woburn. During the year two new central labor unions were organized, one in Middleborough and the other in Somerville, while the central labor unions in Adams, Greenfield, Plymouth, and Ware were disbanded.

Of the 33 central labor unions in Massachusetts the Boston Central Labor Union comprised by far the largest number of affiliated local unions, the number reported as affiliated at the close of the year having been 181. The central labor unions in each of the following cities (mentioned in alphabetical order, not in order of number of affiliated locals) represented 20 or more affiliated locals: Boston, Brockton, Cambridge, Fall River, Haverhill, Holyoke, Lawrence, Lowell, Lynn, New Bedford, North Adams, Salem, Springfield, and Worcester.

D. LOCAL TRADES COUNCILS.²

Within this group there were 63 organizations at the close of 1912 as compared with 64 at the close of 1911. Among these 63 organizations there were 10 carpenters' district councils, 10 building trades councils or sections, seven joint shoe councils, seven allied printing trades councils, five metal trades councils or sections, four textile councils, and 20 other local trades councils. Of these 63 organizations, 23 were in Boston, five each in Lynn and Springfield; four each in Brockton, Lowell, and Worcester; three each in Lawrence and New Bedford; two each in Fall River, Haverhill, Holyoke, and Quincy; and one each in North Adams, Pittsfield, Salem, and Whitman. The organizations of this character were con-

¹ While these cities had no central labor union, at least one of the local unions in each of these cities was affiliated with a central labor union in neighboring cities.

² For a comparative statement in detail for the years 1908-1912, see Table 2 on page 42.

fined to these 16 localities, all of which are cities, except Whitman. In each of these 16 localities, except Whitman, there was also a central labor union (see Section C preceding, relative to Central Labor Unions).

3. LOCAL TRADE UNIONS.

A. INTRODUCTORY.

Complete statements showing the aggregate membership of all local organizations in the Commonwealth at the close of each of the respective years were obtained by this Bureau in 1910, 1911, and 1912. In this report we have presented statistics showing the number of labor organizations in Massachusetts at the close of each of the five years, 1908 to 1912, also for the close of 1911 and 1912 the number and membership of locals in the leading cities and towns at the close of 1911 and 1912, the number and membership of local unions classified by occupations and by industries, and the number of women in these organizations classified by municipalities and by occupations.¹

B. COMPARISON BY YEARS, 1908-1912.

In the following table is shown the total number of local unions in Massachusetts at the close of each of the five years, 1908 to 1912, together with additional returns showing by sex the aggregate membership reported on corresponding dates.

Number and Membership of Local Trade Unions at the Close of Each Year Specified.

YEARS.	Number of Local Unions	MEMBERSHIP REPORTED		
		Males	Females	Both Sexes
1908,	² 1,243	³ 151,765	10,122	³ 161,887
1909,	1,244	⁴ 156,799	11,238	⁴ 168,037
1910,	1,250	168,400	18,910	187,310
1911,	1,282	174,899	16,139	191,038
1912,	1,361	211,019	25,749	236,768

The membership of the 1,361 local unions in the Commonwealth at the close of 1912 was 236,768 as compared with a membership of 191,038

¹ The detailed tables will be found on pages 43 to 46 and are numbered respectively 3, 4, 5, 6, and 7.

² In the report for 1908 the number of local unions for that year was given as 1,256. This total included 13 unions which are not included in the totals for the other four years in the table, and which are not, strictly speaking, labor organizations, but rather educational and beneficial organizations. The totals for 1908, have, accordingly, been corrected as above in order that the totals for the several years may be strictly comparable.

³ Does not include the membership of 83 local unions which failed to report.

⁴ Does not include the membership of 59 local unions which failed to report.

of the 1,282 local unions in existence at the close of 1911. On the basis of the above data the average membership of the organizations for which information is available was 174.0 in 1912 as compared with 149.0 in 1911, 149.8 in 1910, 141.8 in 1909, and 139.6 in 1908. From these averages it would appear that while there was no decided increase in the number of unions in 1909 or 1910 as compared with 1908, there was a very appreciable increase in the average membership. In 1911 there was an increase in the number of unions, but the average membership fell slightly below that of 1910, while in 1912 there was a large increase both in the number of unions and in the average membership reported.

The number of local unions organized during the year 1912 was 149 and the number which disbanded or combined with some existing local union was 70, making a net increase of 79 during the year.

The distribution of unions by cities and by towns has remained fairly constant during the five-year period 1908-1912. In each year about one-fifth (19.4 per cent in 1908 and 21.2 per cent in 1912) of the local unions were located in Boston, about three-fifths (varying from 57.9 per cent in 1910 to 58.8 per cent in 1908) in the 32 other cities, and about one-fifth (20.7 per cent in 1912 to 21.8 per cent in 1908 and 1909) in the towns. There was a net gain of 18 unions in Boston during the year 1912, a net gain of 46 unions in the 32 other cities, and a net gain of 15 unions in the towns of the State. At the close of 1912 the percentage (20.7) of unions in towns of the total number in the State was smaller than the corresponding percentages for 1908, 1909, and 1910, but was only slightly less than the percentage for 1911. For Boston the percentage for 1912 was larger, but only slightly larger than the percentages for 1910 and 1911.

C. DISTRIBUTION OF LOCAL UNIONS BY MUNICIPALITIES.¹

Boston far out-ranked all other cities both with respect to the number of unions and their aggregate membership, having 289 unions at the close of 1912 with an aggregate membership of 87,833. The cities having 25 or more local unions were Boston, 289; Springfield, 65; Worcester, 64; Lynn, 60; Lowell, 51; Brockton, 47; Lawrence, 46; Holyoke, 42; Fall River, 38; Haverhill, 34; New Bedford, 34; Salem, 31; Fitchburg, 29; Quincy, 28; North Adams, 27; and Taunton, 27.

The cities having a membership of over 2,500 were as follows: Boston, 87,833; Lawrence, 17,327; Brockton, 15,540; Lynn, 14,276; New Bedford, 9,526; Springfield, 9,254; Fall River, 7,348; Worcester, 7,095;

¹ For information in detail by municipalities see Table 3 on page 43.

Haverhill, 6,525; Lowell, 5,175; Salem, 4,206; Holyoke, 4,139; and Quincy, 2,775.

At the close of 1912, 131 municipalities in the State were represented by at least one local trade union, there being at least one local in each of the 33 cities and in each of 98 of the 320¹ towns, leaving 222 towns not so represented, while at the close of 1911 there was at least one local in each of the 33 cities and in each of 93 of the 321 towns, leaving 228 towns not so represented.

A comparison of the number of the local trade unions in these 131 localities at the close of 1912 with corresponding data for 1911 shows that in 84 localities there was no change in the number of local unions; in 40 localities there was an increase (six of these localities, namely, Ashburnham, Huntington, Palmer, Reading, Wareham, and Warren having had no locals in 1911); and in seven localities there was a decrease. There was a net increase in the number of unions in each of the following localities; Boston, 19;² Lowell, six; Gloucester, Haverhill, Holyoke, Lawrence, and Worcester, five each; Springfield and Taunton, four each; Cambridge, Lynn, and Palmer, three each; Fitchburg, Maynard, Montague, Natick, Newburyport, North Adams, Quincy, and Wareham, two each; and in 20 other localities, one each. The localities in which there was a net decrease in the number of local unions were the following: New Bedford, five; Brockton, three; Marlborough, two; and Chelsea, Framingham, Leominster, and Spencer, one each.

In each of 92 of the 131 municipalities having one or more local unions in 1912 there was a net increase in union membership, aggregating 46,909; in each of the 37 localities there was a net decrease, aggregating 1,179; while in two localities the union membership remained unchanged. The net increase in union membership was 45,730. The localities showing increases of more than 500 union members were: Boston, 16,303; Lawrence, 13,141; Springfield, 2,183; Lynn, 1,786; Haverhill, 1,560; Cambridge, 1,505; Holyoke, 1,276; Lowell, 1,001; Gloucester, 964; and Somerville, 732. Only two localities showed a decrease in union membership in excess of 100, namely, Woburn, 259, and Athol, 106.

There were 21 localities in the State in which the average membership of the local unions exceeded 174 (the average membership of all local unions in the State). The average membership in seven localities, each

¹ Hyde Park (town) became annexed to Boston, January 1, 1912. The number of towns in the State was then reduced from 321 to 320, no new towns having been incorporated during the year.

² In making comparison of the figures for 1912 with those for 1911, nine unions in Hyde Park at the close of 1911 were included under Boston, although Hyde Park was not annexed to Boston until January, 1912.

of which had over 25 local unions, was as follows: Lawrence, 377; Brockton, 331; Boston, 304; New Bedford, 280; Lynn, 238; Fall River, 193; and Haverhill, 192. Large textile unions in Lawrence, New Bedford, and Fall River, and large unions of boot and shoe workers in Brockton, Lynn, and Haverhill, served to produce a high membership for these respective cities. In Boston no single occupation was responsible for the relatively large average membership, but large unions of street and electric railway employees, general teamsters, hod carriers and building laborers, cigar makers, telephone operators, bartenders, musicians, compositors, painters, cloak and skirt makers, bricklayers, stationary firemen, and coal teamsters served to bring up the average. Of the 289 local unions in Boston, 43 had a membership of 500 or over, 13 of these had a membership of 1,000 or over, and four of these had a membership of over 2,000.

D. COMPARISONS BY OCCUPATIONS AND INDUSTRIES.

(a) *Occupations.*¹

The local unions for the most part are organized on the basis of specific occupations or crafts rather than on the basis of industries. The occupations in which there were 20 or more unions at the close of 1912 were, in the order of number of unions: Carpenters, 151; boot and shoe workers, 102; textile workers, 73; painters, decorators, and paperhangers, 63; bricklayers, masons, and plasterers, 50; teamsters, drivers, and helpers, 39; municipal employees, 35; plumbers, steamfitters, and gas fitters, 35; machinists, 34; barbers, 33; bartenders, 29; iron and brass molders, 29; musicians, 28; railway clerks, 24; granite cutters, 22; street and electric railway employees, 22; retail clerks, 21; electrical workers, 21; hod carriers and building laborers, 21; theatrical stage employees, 21; railroad trainmen, 21; compositors, 20; and stationary firemen, 20. In the following occupations there was a net increase of five or more unions in 1912 as compared with 1911 as follows: Textile workers, 21 unions; carpenters, 10 unions; retail clerks, 7 unions; and paper makers, 6 unions.

The occupation comprising the largest number of organized working-men in 1912 was boot and shoe making, including 41,529 organized employees in 102 local unions and constituting 17.5 per cent of the aggregate membership of all local trade unions in the State. Textile workers ranked second with a total membership of 32,381, or 13.6 per cent of the aggregate membership of all local trade unions in the State, followed in order

¹ For information in detail by occupations, see Table 4 on page 44.

of membership by carpenters, 18,671; street and electric railway employees, 12,867; teamsters, chauffeurs, stablemen, etc., 10,649; painters, decorators, and paperhangers, 6,158; garment workers, 5,599; bricklayers, masons, and plasterers, 5,508; musicians, 5,190; municipal employees, 5,168; machinists, 5,060; hod carriers and building laborers, 4,896; railroad trainmen, 4,349; bartenders, 3,631; cigar makers, 3,316; stationary firemen, 3,228; iron and brass molders, 3,071; plumbers, steamfitters, gas fitters, etc., 3,039; compositors, 2,556; freight handlers and clerks, 2,408; granite cutters, 2,222; barbers, 2,209; boiler makers, 2,102; and locomotive firemen, 2,002.

Comparison of the returns of membership for 1912 with those for 1911 indicates that in 40 of the occupations specified there was an increase in the number of organized workingmen; in 13 there was a decrease; while in one occupation there was no change in the number of organized employees. The more notable increases were as follows: Textile workers, 16,518, or 104.1 per cent; street and electric railway employees, 8,825, or 218.3 per cent; boot and shoe workers, 4,017, or 10.7 per cent; carpenters, 2,151, or 13.0 per cent; garment workers, 2,128, or 61.3 per cent; boilermakers, 1,453, or 223.9 per cent; paper and pulp makers, 1,093, or 490.1 per cent; and machinists, 1,034, or 256.8 per cent.

(b) *Industries.*¹

Of the 1,361 local unions in all industries 506, or 37.2 per cent, are classified under manufacturing; 376, or 27.6 per cent, under building; 229, or 16.8 per cent, under transportation; 77 under domestic and personal service; 50 under professional service; 45 under public service; 27 under trade; and nine under extractive industries. The total membership reported at the close of 1912 by the 1,361 unions in all industries was 236,768. The leading industry in point of membership reported at the close of 1912 (as also at the close of 1911) was manufacturing, with a total membership of 115,765, reported by 506 unions and constituting 48.9 per cent of the aggregate membership reported by all the unions in the State in 1912. Transportation ranked second with a total membership of 50,590, or 21.4 per cent, reported by the 229 unions in that industry. Then followed in order of membership reported: Building, 39,955; domestic and personal service, 8,902; professional service, 6,641; public service, 6,433; trade, 2,597; and extractive industries, 747.

¹ For a tabulation of the number and membership of local unions by industries, see Table 5 on page 45. The classification of industries as used in this report is identical with that used in the report for 1911 and is based on the classifications adopted by the United States Bureau of the Census for its statistics of Population and Manufactures.

E. WOMEN IN LABOR ORGANIZATIONS.¹

In several occupations in Massachusetts organized women wage-earners are well represented. A tabulation by sex of the membership of labor organizations in the State shows that at the close of 1912 there were 181 unions having women as members as compared with 159 at the close of 1911. The aggregate female membership at the close of 1912 was 25,749 as compared with an aggregate female membership of 16,139 one year earlier, representing a gain of 9,610 women members, or 59.5 per cent. In 1911 there was a net decrease during the year of 2,771, or 14.7 per cent, in the number of organized women, the net decrease in that year having been largely confined to boot and shoe workers and textile workers. During 1912 there were important increases in the number of organized female textile workers, boot and shoe workers, and garment workers, the increase in the number of textile workers having been 3,209, or 64.8 per cent; of boot and shoe workers, 2,793, or 38.6 per cent; and of garment workers, 1,185, or 139.1 per cent. Prior to 1912 there were no organized female telephone operators in the State, but at the close of the year the aggregate number reported by the several unions in the State was 1,850.

The municipalities in which there were at least 500 female trade unionists at the close of 1912 were: Boston, 6,144; Lawrence, 3,182; Brockton, 3,129; New Bedford, 2,315; Lynn, 2,163; Fall River, 1,161; Haverhill, 1,091; and Salem, 501. In each of the following municipalities there were five or more local unions having female members at the close of 1912 — Boston, 34; Brockton, 15; Lynn, 12; Haverhill, nine; Fall River, seven; North Adams, seven; Lawrence, six; New Bedford, six; Springfield, six; Holyoke, five; and Worcester, five.

Of the 25,749 female trade unionists in the Commonwealth at the close of 1912, 10,034, or 38.9 per cent, were boot and shoe workers; 8,165, or 31.7 per cent were textile workers; 2,037, or 7.9 per cent, were garment workers; 1,850, or 7.2 per cent, were telephone operators; and the remaining 3,663, or 14.2 per cent, were distributed as follows: Cigar factory workers and tobacco strippers, 675; laundry workers, 570; retail clerks, 394; cigar makers, 339; musicians, 326; cooks and waitresses, 290; street and electric railway employees, 202; compositors, 181; bookbinders, 171; fish workers, 125; and all others,² 390.

Of the 181 unions which had female members at the close of 1912,

¹ For tabulations in detail by localities and occupations, see Tables 6 and 7 on page 46.

² Includes hat trimmers, actresses, paper and pulp makers, tailoresses and dressmakers, railroad telegraphers, hat and cap makers, machinists, janitresses, railway clerks, leather novelty workers, and station agents.

eight, with an aggregate membership of 3,685, were composed *entirely* of women. Six of these eight unions were in Boston, one was in Lynn, and the other in Springfield.

There were 58 unions each of which had 100 or more female members, and of this number one had nearly 3,000 female members, another had approximately 1,800 female members, three were represented by a female membership ranging from 1,000 to 1,500, six between 500 and 1,000 female members, and 47 included from 100 to 500 women. In 66 of the 181 unions which admitted women the number of women was 10 or less, and of these 66 unions 13 included only one woman and 17 included only two women.

F. MEMBERSHIP OF THE LARGEST LOCAL UNIONS, 1912.

Of the 1,361 local unions in existence in Massachusetts at the close of 1912, 34 unions reported a membership of 1,000 or over. The membership of the largest union was approximately 12,000, of the next largest approximately 7,800, and of the third in size approximately 3,600; four unions had a membership ranging between 2,000 and 3,000; six between 1,500 and 2,000; and 21 between 1,000 and 1,500. Thirteen of the 34 unions which had a membership of 1,000 or over were located in Boston, five in Brockton, three in Lynn, three in New Bedford, two in Fall River, and one each in eight other cities and towns. Thirteen of these 34 unions were unions of boot and shoe workers; six were unions of textile workers; two were unions of teamsters; and there was one union each in the following occupations: Bartenders, bricklayers, cigar makers, compositors, cloak and skirt makers, hod carriers and building laborers, machinists, meat cutters, musicians, painters, stationary firemen, street and electric railway employees, and telephone operators.

G. MEMBERSHIP OF IDENTICAL UNIONS, 1911 AND 1912.

During the course of a single year a considerable number of local unions disband and many new ones are formed; consequently, while the total number of unions existing at the close of one year may vary but little from the total number existing at the close of the previous year, tabulations based on these totals may by no means represent identical unions. In order to ascertain the actual fluctuation in membership of identical unions (*i. e.*, of unions reporting their membership both at the close of 1911 and of 1912) a table¹ has been prepared showing for specified

¹ See Table 8 on page 47.

cities and for other cities and towns grouped together the membership of identical unions in 1911 and 1912 and also the increase or decrease in 1912 as compared with 1911.

The total number of identical unions reporting was 1,201, of which number 619 reported increases in membership, 455 reported decreases, and 127 reported no change. The net increase reported by these 1,201 identical unions was 24,442, which was approximately 53 per cent of the net increase in membership of all unions in the State in 1912 as compared with 1911. The largest net increase in membership of identical unions in any municipality was 11,965 in Lawrence, followed by 3,302 in Boston; 2,032 in Springfield; 1,674 in Lynn; and 1,071 in New Bedford; while the largest net decreases were 304 in Fall River, 106 in Athol, and 100 in Abington. Of the 251 identical unions in Boston 126 reported increases in membership, 97 reported decreases, and 28 reported no change.

II.

RATES OF WAGES AND HOURS OF LABOR.

The material presented in this report on the subject of rates of wages and hours of labor was obtained as the result of a special inquiry made in October, 1912, at which time schedules of inquiry¹ were sent to every local labor organization in Massachusetts.

The establishment of rates of wages through collective bargaining rather than by individual effort has always been one of the foremost of American trade union policies. This report deals only with union time-rates which are in nearly all cases minimum and not actual or maximum rates fixed by trade unions as payment for work of a given duration in a particular occupation and binding upon members of the union engaged in that occupation. Trade unions which fix rates of wages usually establish one rate as a standard minimum for all members engaged in a specific occupation, and such a rate is ordinarily applied to the work upon which the member is engaged rather than to the individual himself. Members are allowed to receive more than the minimum rate, in which case the excess over the minimum is usually determined by individual settlement, but working for less is in many instances punishable as a violation of union rules.

Time-rates of wages are variously calculated by the hour, the day, the week, the month, or the year. Thus in the building trades wages are generally calculated by the hour. As regards the actual money received during a period of full employment the unit is a matter of indifference, provided that the weekly hours of labor are also fixed. But differences in the unit of time on which the wages are calculated often correspond to real differences in the condition and organization of the trades concerned.

The detailed table on pages 48 to 109 affords a good insight into the variations in the prevailing rates of wages and hours of labor in different localities. The table for the building trades may be especially referred to in this connection. Thus, to take a few examples, we find that the prevailing hourly rates of wages for house carpenters vary from $31\frac{1}{4}$ cents in Amherst to 50 cents in Boston and vicinity, Chicopee, and other cities. It should be borne in mind, however, that the character of the work in many occupations may vary in different localities, so that the rates quoted, even though nominally for the same classes of wage-earners, may not

¹ For specimen form of inquiry, see page 127.

always be for quite the same class of work. The rates received in the iron and steel industry furnish several examples. As might be expected we find that rates of wages in different occupations are generally highest in Boston and vicinity.

The arrangement of the table (9 on pages 48 to 109) is alphabetical, by occupations, with the exception that all of the occupations of building trades workmen are classified alphabetically under "Building Trades," on pages 57 to 68.

III.

UNEMPLOYMENT IN THE ORGANIZED INDUSTRIES.

1. INTRODUCTORY.

Some measure of unemployment at all times and in nearly all occupations is unavoidable, but careful investigations as to the extent and causes of unemployment, which have recently been made both by public and private agencies, uniformly are in agreement in their conclusions that methods can be devised whereby the number of persons unable to find employment can be materially reduced and that the adoption of relief measures with this end in view should receive public attention.

In certain foreign countries attempts have been made for some years to reduce the amount of unemployment through various forms of legislative action such as the provision of labor exchanges, the extension of government enterprises for the express purpose of providing work for the unemployed, the provision of some form of insurance for the benefit of those who have been unable to find employment, and other measures, some of which are of a decidedly novel nature. In the United States the problem of unemployment has not, except at critical periods, proven of such great concern that (except for the provision of free employment offices in 19 States¹) the problem of finding work for the unemployed has been left almost wholly to quasi-public institutions and to private agencies and individuals.

In the United States the industrial development has been of such character that in many occupations the supply of labor has increased out of proportion to the demand, partly due, no doubt, to the influx of a great mass of immigrant labor which has not been properly distributed throughout the country. So severe has become the problem of unemployment in New York State within recent years that in 1909 a commission, appointed primarily as a commission on employers' liability, was instructed also to inquire "into the causes of unemployment in the State of New York, particularly in the city districts, and into the lack of adequate labor in other sections of the State, particularly in the farming districts." The third report of this commission,² issued in April, 1911, consisted of a report of its committee on unemployment and lack of farm labor. It was evidently the intent of the Legislature to determine some method of dis-

¹ In the report of the New York Commission on Employers' Liability and Other Matters, Third Report, 1911, on page 112, it is stated that "There are now in existence 61 such offices distributed over 19 States. All but seven of them are conducted by the State Governments. In Seattle, Tacoma, Spokane, and Everett, Washington; Butte and Great Falls, Montana; and in Newark, New Jersey, the offices are conducted by the municipalities."

² New York Commission on Employers' Liability and Other Matters, Third Report, "Unemployment and Lack of Farm Labor," 1911.

tributing throughout the agricultural sections of the State those who were found unemployed in the cities. In addition to the information relative to conditions in the State of New York thus explicitly called for by the Legislature, the report contained a wealth of timely information with reference to the subject of unemployment and also included the results of an investigation by the chairman of the committee on unemployment and his secretary of European agencies and methods of dealing with the unemployed; a study of the operation of the free employment offices in the United States; the text of the British Unemployed Workmen Act, 1905, and of the British Labour Exchange Act, 1909; a study of 439 cases treated by the Charity Organization Society in New York in which destitution was due mainly to lack of work; tabulations of replies received by the commission in answer to inquiries sent to employers and to trade unions in New York State; minutes of evidence of a public hearing on unemployment, and of other data immediately related to the subject under consideration. The results of this thorough investigation undertaken by the Committee on Unemployment of the New York State Commission on Employers' Liability was summarized as follows:

1. In the industrial centres of this State there is a constant oversupply of labor. At all times of the year, in prosperous years as well as in years of industrial depression, wage earners able and willing to work cannot secure employment.

2. Existing side by side with this unemployment there is a considerable unsatisfied demand for labor. Employers throughout the State complain that they can not obtain adequately trained workers in sufficient number to meet their needs. Particularly in the country districts is the lack of labor severely felt.

3. This maladjustment between the supply of labor and the demand is due to the absence of any organization to bring together wage-earners seeking employment and employers seeking help. While there are definite organized markets for almost all articles of trade, the buyers and sellers of labor have no common, well-known meeting places where information is available regarding the supply of labor and the demand in various parts of the State and country.

4. Aside from this maladjustment, however, which might be to a large extent eliminated, there are causes inseparable from our modern industrial organization which make unemployment necessary and inevitable. A reserve of labor must be ever present to allow for the extension of industrial enterprises and for new undertakings, to meet the demand of the busiest months in the seasonal industries, and to supply the demand for casual workers, who are needed not steadily, but off and on, for a day, a week, or a month or two. Seasonal industries, the introduction of machinery and new processes, decaying trades, casual labor, commercial failures, and the regularly recurring periods of trade depression keep constantly in involuntary idleness great numbers of our working population.

5. While there is little accurate information available as to the exact number unemployed at any one time, there is enough to show that about 40 per cent. of our wage-earners suffer some unemployment every year, that on the average they lose 10 weeks

each, and that the loss in wages amounts to 20 per cent of what the earnings would be were employment steady throughout the year.

6. The effect of this unemployment and loss of earnings is to increase the number of unemployable, those who will not or can not work, the vagrants and tramps. Those who resume work after a period of unemployment often do so at a reduced wage. Children are compelled to contribute to the support of the family. They have no opportunity to learn a trade. They enter the already over-stocked market of unskilled laborers; and when grown to manhood they repeat the experience of their fathers, working intermittently, with earnings insufficient to support a family.

7. The State of New York assumes no responsibility toward workmen out of employment against their will. A number of charitable and philanthropic associations have attempted to deal with the problem, but usually on a small scale and with little success. Private employment agencies are subject to great abuses and tend to intensify rather than diminish the maladjustment between the supply of labor and the demand. There is no adequate machinery in existence for dealing with the problem of unemployment.

8. The unnecessary idleness, we believe, can be very largely eliminated by a system of free public employment offices covering all the State, which will gather the demand from all sections and receive applications from all who seek employment.

9. The general oversupply of unskilled laborers could be considerably reduced by an efficiently organized department for juveniles in the public employment offices, which in co-operation with the school authorities would endeavor to direct children into promising employments. This would have to be followed up by a comprehensive system of industrial education.

10. Finally, the State and the municipal governments can greatly reduce the distress from unemployment by saving their work such as canal and road building, extension of streets, improving parks, etc., for the years of depression when private employers are laying off their help. Public work can be made in this way to regulate the labor market and so make it more steady. In prosperous times when private industry is expanding and employment is plentiful the State and municipal governments should reduce their operations to a minimum, to be pushed forward again as soon as a depression comes.

We feel that much more information than we now possess is necessary before we can take other and more radical measures to deal with this problem. This information we shall have when the public employment offices are well organized and statistics of their operations become available.

The commission "availing itself of the report of its committee on unemployment and of other matter collected for it" presented, among its conclusions, the following:

The records of charitable societies show that from 25 to 30 per cent of those who apply to them for relief every year have been brought to their destitute condition primarily through lack of work.

Private employment offices can find work on the average for but one out of four of those who apply to them.

For every position secured by philanthropic employment bureaus there are about six applications.

Although it is probably true that the amount of unemployment in New York State at any given time is considerably greater than in Massachusetts, nevertheless the industrial development of this Commonwealth has not been dissimilar to that of New York and at times the pressure of the supply of labor upon the demand, even in Massachusetts, becomes very severe. The conclusions, therefore, of the New York Commission have their direct bearing upon the conditions in Massachusetts. The report of the New York Commission has brought the subject of unemployment in this country before the public as a matter which demands the attention not only of students of social and industrial problems, but also of legislative bodies of the country.

The passage of the British National Insurance Act in 1911,¹ which, as one of its measures for social relief, provided for the establishment of a national compulsory unemployment insurance system, has given an unusual impetus to the study of the problem of unemployment in its many phases. The Liberal Party, which was responsible for the passage of this act, notwithstanding the lack of definite information as to the extent of unemployment in Great Britain or the cost of an adequate unemployment insurance system, set aside the question as to the feasibility of establish-

¹ This Act (1 and 2 Geo. V, c. 55) is entitled "An act to provide for insurance against loss of health, and for the prevention and cure of sickness and for insurance against unemployment, and for purposes incidental thereto." It was passed on December 16, 1911, and came into operation July 15, 1912. The act is divided into three parts, the first relating to health insurance, the second to unemployment insurance, and the third to general provisions. The following summary of the part of the act relating to unemployment insurance is from Bulletin No. 102 of the United States Bureau of Labor Statistics:

"The second part [of the act] establishes a scheme of compulsory insurance providing for benefits in cases of unemployment in certain trades. The list of trades may be extended by the Board of Trade, which will administer this portion of the act, but for the present those included are seven in number; i.e., building, including the construction, alteration, demolition, etc., of buildings; the construction of works, including railroads, docks, harbors, canals, etc.; shipbuilding; mechanical engineering, including the manufacture of ordnance and firearms; iron founding; the construction of vehicles; and sawmilling, including machine woodwork. The contributions for this form of insurance are made partly by the workmen, partly by employers, and partly drawn from the public funds. Workmen and employers pay equal shares of a weekly contribution of 5d. (10 cents), while Parliament contributes annually a sum equal to one-third of the total contributions received from employers and workmen during that year. In general the employer is expected to pay the contributions of both himself and his workman, deducting the workman's portion of the contribution from wages payable to the latter.

"Applicants for benefits under this branch of the act must show that they have been employed in an insured trade in each of not less than 26 separate calendar weeks in the preceding five years, that they are capable of working, but unable to obtain suitable employment, and have not exhausted their right to benefits under this part of the act. Workmen are not required to accept employment in place of striking workmen, or at a lower rate of pay than is customary in their line of employment in their district. Where, however, the employment is lost by reason of a stoppage of work due to a trade dispute in the establishment in which the workman was employed he can receive no benefits so long as such stoppage of work continues unless he has during such stoppage become actively employed elsewhere in an insured trade. Workmen losing employment through misconduct or voluntarily leaving employment without just cause may receive no benefits for a period of six weeks from the date of such loss of employment. The benefits payable in cases of unemployment begin after the first week of the period of unemployment and are fixed at 7s. (\$1.70) per week unless some other rate is prescribed. Employment benefits are not payable for more than 15 weeks within a period of 12 months unless some other benefit period is prescribed, nor shall workers in general receive any unemployment benefit in excess of one week's benefit for every five contributions paid by them under the act.

"Provision is made for the determination of claims and the arbitration of disputes in both branches of the act, and many exceptions and modifications are made to meet various conditions as to transfers of funds, refunds, creation of reserves, etc., but the above presents an outline of the principal features of the act."

ing such a system, steadfastly went ahead, provided the funds, and has already begun to make payments upon a basis arbitrarily determined upon. This insurance system, which is a part of the legislative policy of the Liberal Party, is based on the minority report¹ of the Poor Law Commission of Great Britain, and exhibits a determination to approach certain social questions of this character in an experimental way, notwithstanding the lack of available statistics which would enable it "to compute, even within hundreds of thousands, how many persons are at any one time simultaneously in distress from unemployment, or whether this number is or is not greater, relatively or absolutely, than the corresponding numbers for other countries at the present time, or for our own country at previous times."²

Attention has been called in the reports, from which citations have been given above, to the great lack of reliable and comprehensive statistics as to unemployment and indeed this lack is pointed out quite generally in the literature relative to this subject. In our report for 1911 we reprinted an extract descriptive of certain statistics of unemployment available in foreign countries and in the United States which was taken from the "Fourth Abstract of Labour Statistics (Cd. 5415) published in 1911 by the Labour Department of the British Board of Trade. In the report referred to it was stated that statistics of unemployment were collected periodically in Great Britain, France, Belgium, Germany, Norway, and Denmark, and by two States of the American Union, New York and Massachusetts. In that report it was pointed out that there were certain objections to international comparisons of statistics of unemployment which, briefly stated, were as follows:

1. The disproportionate manner in which the various trades are represented in the statistics for the different countries.
2. The returns are not confined to trade unions paying unemployment benefits.
3. Even where the returns are furnished only by trade unions which pay unemployed benefits, they are not free from the liability to understate the unemployed at any given time.
4. The percentages of unemployment are materially affected by the age distribution of the workmen included in the returns.

Notwithstanding the incomparability of the *absolute* figures of unemployment obtained in the several countries, such figures furnish a fairly good representation of the *fluctuations* of unemployment in each country and may therefore be used in the preparation of a chart showing³ the

¹ Report of the Royal Commission on the Poor Laws and Relief of Distress, pages 719 to 1238.

² Quotation from the Minority Report of the Royal Commission on the Poor Laws and Relief of Distress [Cd. 4499], 1909, page 1131.

curves of unemployment for a period of time in the several countries.¹ When these curves are plotted upon the same chart, it should be borne in mind that the *fluctuations* only in the curves should be compared, because the method of securing the material and the sources of the information vary so greatly in the several countries that any attempt to compare the *level* of unemployment fails utterly.

In the United States, owing to the fact that the payment of unemployment benefits by the unions is extremely rare, any statistics of employment based exclusively on unions which pay benefits would be so meagre as to be practically valueless. The reliability of the returns which have been secured from American trade unions by the Bureaus in New York State and Massachusetts which collect unemployment returns from the unions irrespective of whether they pay unemployment benefits or not, has been questioned by certain authorities who have made a study of the subject from a statistical point of view. In defense of the method of obtaining such statistics it should be pointed out that the local secretaries from whom the reports are received directly are, if anything, more thoroughly conversant with the local employment conditions at the time a report is submitted than would be an international secretary who must of necessity base his report upon the number who apply for unemployment benefits, rather than upon any intimate knowledge of local conditions in any particular industry. For example, the quarterly reports on unemployment are obtained by the Massachusetts Bureau directly from local secretaries of labor organizations, the average membership of which in 1912 was only 174, while the reports based on payments of unemployed benefits (as in the case of those obtained by the Labour Department of the British Board of Trade and the German Imperial Labor Department) are obtained from the Secretaries of International Unions having a membership in some cases reaching well up into the thousands.

2. COMPARISON OF CHARTED RETURNS FOR THE UNITED KINGDOM, GERMANY, NEW YORK STATE, AND MASSACHUSETTS FOR THE YEARS, 1908-1912.

In the foregoing introductory remarks it has been pointed out that the methods of securing official statistics of unemployment in the several countries which collect such statistics vary so greatly that a *direct* comparison of the unemployment statistics of one country with those of another cannot properly be made. Nevertheless, when curves represent-

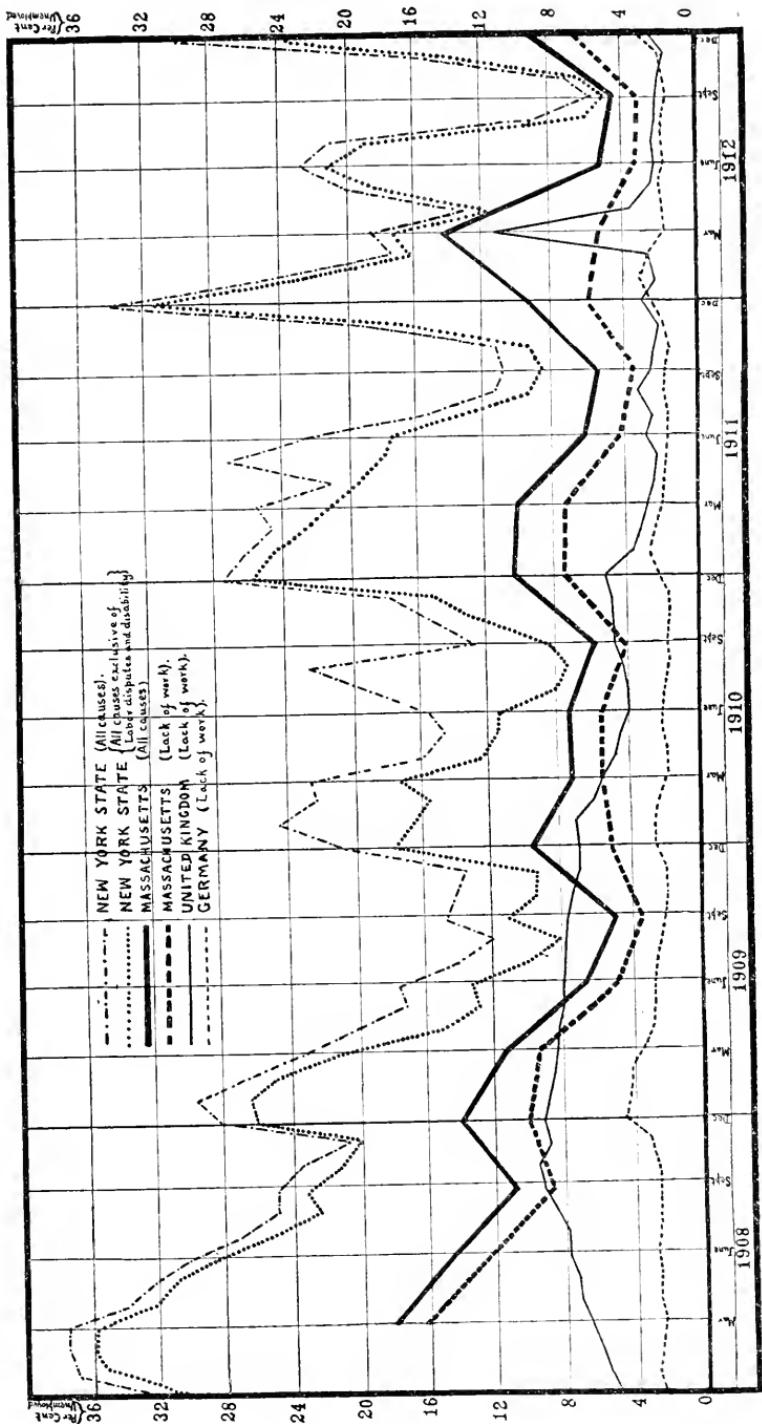
¹ For a chart of this character prepared by this Bureau, see page 29, *post*.

ing the percentages of unemployment for the several countries are plotted upon a single chart the fluctuations of the curves may be compared in order to show to what extent the industrial activity in one country correspond with that of another. For purposes of such comparison this Bureau has prepared a chart showing the curves of unemployment owing to lack of work for Great Britain, Germany, New York State, and Massachusetts and additional curves for New York State and Massachusetts based on the statistics of unemployment for all causes. (See Chart on page 29.) An examination of the chart shows a remarkable correspondence in the fluctuations of the curves for New York State and Massachusetts with some degree of correspondence between these curves and similar curves for Germany and the United Kingdom. It will be observed that the fluctuations in the curves representing the returns for Germany and the United Kingdom are by no means as violent as the corresponding fluctuations in the curves representing the conditions in New York State and Massachusetts. This, no doubt, may be explained by the fact that the British and German returns refer to far larger numbers¹ of employees than do the returns for New York State and Massachusetts, and consequently a large variation in the number unemployed in a few industries does not affect the general percentages in the one case as noticeably as in the other.

On reference to the chart it will be further observed that the curves for the United Kingdom and Germany exhibited an upward tendency during the last nine months of 1908 instead of the downward tendency exhibited by the curves for New York State and Massachusetts, showing that the industrial depression of 1907, so acute in America, does not appear to have been so marked in the United Kingdom and Germany. Since the beginning of the year 1909, the fluctuations in all of the curves shown on the chart have a close correspondence, the upward rise during the winter periods of each year being common to each curve. In the main the Massachusetts curve, representing unemployment on account of lack of work, corresponds more closely to the curve in the United Kingdom as to general level than do any of the other curves represented, not excepting the curves for New York State. The generally high level of the New York curves has been attributed to the relatively large representation in

¹ At the end of December, 1912, returns relating to unemployment were furnished to the German Imperial Labor Department by 49 trade unions with an aggregate membership of 2,161,470, of which number 2,010,754 were covered by the returns — *Reichs-Arbeitsblatt*, Jan., 1913, No. 1, page 31. The British returns represented a net trade union membership of 894,297 — *Board of Trade Labour Gazette*, Jan., 1913, page 1. The returns for New York State at the end of December, 1912, were supplied by 183 representative unions with an aggregate membership of 113,674 — *New York Labor Bulletin* No. 54, March, 1913, page 6. The returns for Massachusetts covered 994 unions with an aggregate membership of 174,359 (see Table on page 31).

CHART.—Percentage of Trade Union Members Unemployed in Massachusetts, New York, United Kingdom, and Germany, 1908-1912.



the returns for that State of certain trades in which usually there is apt to be considerable unemployment. The very high percentages of unemployment in New York State as reported by the Department of Labor appear to be confirmed by the investigations of the committee on unemployment to whose report reference has already been made (see page 22).

3. SUMMARY OF QUARTERLY REPORTS RECEIVED FROM LABOR ORGANIZATIONS IN MASSACHUSETTS DURING THE YEARS, 1908-1912.

A. INTRODUCTORY.

In this report we are able to present statistics relative to the state of employment in the organized industries¹ in the Commonwealth for the five-year period, 1908-1912. The quarterly returns have already been published in detail in quarterly reports² issued by this Bureau. During this entire period an endeavor has been made to follow identical methods in the collection and tabulation of the returns in order that the reports for the successive quarters might be strictly comparable in every respect. The returns on which these statistics are based were submitted voluntarily by officers of local labor organizations on inquiry blanks³ which were mailed to them at the end of each quarter.

The following comparative statement shows the number and membership of the organizations reporting at the end of each quarter since the collection of these returns was inaugurated, also the number of members unemployed and the corresponding percentages:

¹ The statistics of unemployment presented in this section of the report were obtained wholly from labor organizations. There is no source from which comprehensive information as to the state of employment of *unorganized* workingmen can be obtained short of a census.

² See Labor Bulletins Nos. 59, 61, 62, 63, 64, 66, 69, 71, 72, 74, 77, 79, 80, 82, 85, and 89, and quarterly reports issued in 1912.

³ For specimen form, see page 126.

Number and Membership of Organizations Reporting at the Close of Each Quarter since the Collection of Returns was Inaugurated, and Number of Members Unemployed, with Corresponding Percentages.

QUARTERS ENDING —	NUMBER REPORTING		UNEMPLOYED — ALL CAUSES		UNEMPLOYED OWING TO LACK OF WORK OR MATERIAL	
	Unions	Member-ship	Members	Percent-ages	Members	Percent-ages
March 31, 1908,	256	66,968	11,987	17.9	10,832	16.2
June 30, 1908,	493	72,815	10,490	14.4	9,128	12.5
September 30, 1908,	651	83,969	8,918	10.6	7,349	8.8
December 31, 1908,	770	102,941	14,345	13.9	11,302	11.0
March 31, 1909,	777	105,059	11,997	11.4	9,980	9.5
June 30, 1909,	780	105,944	6,736	6.4	4,913	4.6
September 30, 1909,	797	113,464	5,451	4.8	3,873	3.4
December 31, 1909,	830	107,689	10,084	9.4	5,248	4.9
March 31, 1910,	837	117,082	8,262	7.1	6,186	5.3
June 30, 1910,	841	121,849	8,518	7.0	6,570	5.4
September 30, 1910,	845	118,781	6,624	5.6	4,687	4.0
December 31, 1910,	862	122,621	12,517	10.2	8,938	7.3
March 31, 1911,	889	122,002	12,738	10.4	9,120	7.5
June 30, 1911,	897	135,202	8,927	6.6	5,669	4.2
September 30, 1911,	975	133,540	7,527	5.6	4,904	3.7
December 31, 1911,	905	125,484	12,187	9.7	7,568	6.0
March 30, ¹ 1912,	942	161,825	22,738	14.1 ²	8,185	5.1
June 29, ¹ 1912,	974	134,940	7,088	5.3	4,540	3.4
September 30, 1912,	972	146,673	6,982	4.7	4,407	3.0
December 31, 1912,	994	174,359	15,914	9.1	11,164	6.4
Average for 1908,	—	—	—	14.2	—	12.1
Average for 1909,	—	—	—	8.0	—	5.6
Average for 1910,	—	—	—	7.5	—	5.5
Average for 1911,	—	—	—	8.1	—	5.4
Average for 1912,	—	—	—	8.3	—	4.5

¹ Owing to the fact that the respective dates — December 31, 1911, March 31, 1912, and June 30, 1912 — fell on Sunday, the date chosen for the returns in each case was the day preceding.

² In explanation of this unusually high percentage unemployed for all causes it should be stated that over 9,000 organized textile workers in Lowell who were involved in a strike pending on March 30 were included in the aggregate number reported as unemployed on that date.

At the close of the last quarter of 1912, complete reports were received from 994 organizations, or 73.0 per cent of the 1,361 organizations in the Commonwealth. The aggregate membership of these 994 organizations for which complete returns were received was 174,359, or 73.6 per cent of the aggregate membership of all local labor organizations in the Commonwealth. As contrasted with this showing it may be noted that at the end of the first quarter of 1908 the number of unions reporting was only 256, representing a membership of 66,968. Since the work was first undertaken the number of unions furnishing returns has increased in noticeably larger proportion than the membership represented, which may be explained by the fact that in extending the work the Bureau's earlier efforts were directed toward securing, first of all, the co-operation of the larger unions, and this having been obtained efforts were then made to secure the co-operation of the smaller unions.

B. CAUSES OF UNEMPLOYMENT.

On reference to the above table it will be noted that the average percentage of unemployment for *all causes* for the year 1912, based on returns received at the close of each of the four quarters, was 8.3, while the corresponding average in 1911 was 8.1; in 1910, 7.5; in 1909, 8.0; and in 1908, 14.2. So far as these averages for the successive years are comparable they indicate no marked change in the general state of employment during the past four years, but as compared with the percentage for 1908, the year immediately following the industrial depression of 1907, the percentages of unemployment show a decidedly lower level. The corresponding average percentages of unemployment owing to *lack of work or material* for the five years, 1908–1912, were respectively, 12.1, 5.6, 5.5, 5.4, and 4.5, the average for 1912 being the lowest recorded during the period.

The percentage of unemployment for *all causes* at the end of the first quarter in 1908 (just following the period of industrial depression) was 17.9, the highest percentage shown at the end of any quarter specified, and the lowest percentage was 4.7, at the end of September, 1912. The graphic representation (see chart) of the percentages unemployed in Massachusetts for the five-year period under consideration shows in general a downward inclination during the first three years of the period, interrupted by upward fluctuations at the points representing the close of the last quarter of each year, followed in 1911 by a high level at the close of March, a downward movement during the summer period, a sharp upward rise at the close of the year continuing upward until March, 1912, followed again by a sharp trend downward during the Summer and Autumn of 1912 with an upward trend at the close of the year. The curve thus represents the gradual improvement in the conditions of employment following the industrial depression which at the close of the year 1907 was most acute, while the upward fluctuations at the close of each year represents the usual increase of unemployment occurring during the winter months. The very high point reached at the close of March, 1912, was due principally to the unemployment of a large number of textile workers who were on strike in Lawrence, Lowell, and other textile centers.

The following table shows comparatively by quarters in 1908–1912 the percentages of membership unemployed for the several causes specified:

Percentage Unemployed, 1908-1912. By Causes.

QUARTERS ENDING —	Lack of Work or Material	Unfavorable Weather	Strikes or Lockouts	Disability	Other Causes ¹	All Causes
March 31, 1908,	16.2	0.2	0.7	0.7	0.1	17.9
June 30, 1908,	12.5	0.1	0.3	1.2	0.3	14.4
September 30, 1908,	8.7	0.0 ²	0.5	1.2	0.2	10.6
December 31, 1908,	11.0	0.5	0.7	1.2	0.5	13.9
March 31, 1909,	9.5	0.1	0.2	1.3	0.3	11.4
June 30, 1909,	4.6	0.0 ²	0.3	1.2	0.3	6.4
September 30, 1909,	3.4	0.1	0.1	1.1	0.1	4.8
December 31, 1909,	4.9	2.4	0.1	1.2	0.8	9.4
March 31, 1910,	5.3	0.1	0.1	1.4	0.2	7.1
June 30, 1910,	5.4	0.0 ²	0.1	1.2	0.3	7.0
September 30, 1910,	4.0	0.1	0.1	1.3	0.1	5.6
December 31, 1910,	7.3	1.2	0.1	1.2	0.4	10.2
March 31, 1911,	7.5	0.7	0.1	1.4	0.7	10.4
June 30, 1911,	4.2	0.2	0.5	1.2	0.5	6.6
September 30, 1911,	3.7	0.2	0.3	1.2	0.2	5.6
December 30, ³ 1911,	6.0	1.6	0.1	1.3	0.7	9.7
March 30, ³ 1912,	5.1	1.0	6.3	1.3	0.4	14.1
June 29, ³ 1912,	3.4	0.0 ²	0.4	1.3	0.2	5.3
September 30, 1912,	3.0	0.1	0.3	1.2	0.1	4.7
December 31, 1912,	6.4	0.6	0.6	1.2	0.3	9.1

¹ Including vacations, temporary shut-downs for repairs, stock-taking, etc.

² Less than 0.05 per cent.

³ Owing to the fact that the respective dates — December 31, 1911, March 31, 1912, and June 30, 1912 — fell on Sunday, the date chosen for the returns in each case was the day preceding.

The principal cause of unemployment at the end of each quarter as shown in the above table was *lack of work or material*. The lowest percentage unemployed for this cause was 3.0 for the close of the third quarter, 1912, and the highest percentage was 16.2 for the close of the first quarter, 1908. As in the case of the percentages unemployed for all causes it will be noted that there is a general tendency downward of the curve representing these percentages, this downward tendency being interrupted by upward fluctuations at the close of each year with a continued high level even beyond the close of March. As the percentage unemployed on account of lack of work indicates primarily the condition of the labor market, special significance may be attached to the fluctuations observed in these percentages. Ordinarily the curve representing the percentages unemployed for lack of work or material follows closely the direction of the curve representing the percentages unemployed for all causes and at a fairly constant distance below the latter curve. A marked exception to this rule is found in the high point reached at the close of March, 1912, by the curve for *all causes*, due to unemployment directly and indirectly resulting from the series of important textile strikes which occurred early in the year 1912. The effect of these strikes does not

appear in the curve representing the percentages unemployed for lack of work or material and this curve did not, therefore, follow the upward trend of the curve for all causes.

The percentages unemployed for the several other causes specified are more constant factors, the variations of which are not determined by the degree of industrial prosperity which may prevail. The percentages unemployed on account of *weather* usually show but little fluctuation except at the end of the last quarter of each year. The highest percentage unemployed on account of weather was 2.4 on December 31, 1909. In none of the five years specified has the percentage unemployed on account of weather been higher on either June 30 or September 30 than 0.2 per cent.

Except for a high percentage (6.3) idle on account of strikes on March 30, 1912, there were no considerable fluctuations in the percentages unemployed on account of strikes and lockouts, disability, or other causes during the five-year period under consideration. The percentages unemployed on account of *strikes or lockouts* ranged between 0.1 per cent and 6.3¹ per cent; on account of *disability* (sickness, accident, or old age) from 0.7 per cent to 1.4 per cent; and for *other causes* (including vacations, temporary shut-downs for repairs, stock-taking, etc.) from 0.1 per cent to 0.8 per cent.

C. UNEMPLOYMENT IN MUNICIPALITIES.

From an examination of the percentages unemployed for all causes in the leading cities² it appears that in Boston, which city included more than one-third of the total membership reporting each quarter and in which there was a fairly general representation of all organized industries and occupations in the State, the percentages unemployed correspond rather closely with the percentages unemployed for the State as a whole. In only three out of 20 quarterly comparisons did the percentage for Boston vary more than two points from that for the State as a whole. The highest percentages unemployed in Boston were 16.9 on March 31, 1908, and 16.1 on June 30, 1908, and the lowest percentages were 3.9 on September 30, 1912, and 4.1 on September 30, 1909. The usual increase in unemployment during the winter months which has been observed in considering the percentages for the State as a whole is true of the Boston per-

¹ This unusually high percentage was due to a succession of strikes of textile workers early in 1912. In no quarter during the period 1908-1912 did the percentage unemployed on account of strikes or lockouts exceed 0.7 per cent with the single exception above noted.

² See Table 10 on pages 110 and 111.

centages also. For the other cities there was no uniform correspondence of this nature; in fact, in those cities which were industrially more specialized, practically no uniformity whatever was observed, the percentages unemployed in any such specialized city rising and falling usually with the rise and fall of the percentages of unemployment in the major industry of that city.

During the period 1908-1912 the range of unemployment (*i.e.*, the highest and lowest percentages unemployed) in the larger cities was, respectively, as follows: Boston, 17.9 and 3.9; Brockton, 20.7 and 3.3; Fall River, 37.5 and 2.9; Fitchburg, 13.2 and 1.1; Haverhill, 10.0 and 1.0; Holyoke, 22.4 and 1.4; Lawrence, 38.9 and 3.1; Lowell, 32.8 and 2.9; Lynn, 19.3 and 4.5; New Bedford, 43.5 and 4.5; Quincy, 22.0 and 1.4; Salem, 17.8 and 2.0; Springfield, 12.4 and 1.7; Worcester 14.0 and 2.6. A wide range of unemployment during the period is apparent in each of the cities mentioned. With the exception of Haverhill, Lynn, and Worcester the highest percentages were for the close either of March or December and in nine of the 14 cities the highest percentage was in 1908. The lowest percentage was at the close either of June or September in all of the cities except Brockton, Lowell, and Lynn in which cases the lowest percentages were for the close of December. In no case did the lowest percentage for any of the cities enumerated fall within the year 1908. The year showing the greatest number of low records for the cities was 1912.

D. UNEMPLOYMENT IN THE VARIOUS INDUSTRIES.

The percentages of unemployment in the several industries do not closely correspond with the percentages for *all* industries, except in the case of the building trades, which include each quarter a fairly large proportion of the aggregate membership represented by the returns; and for each of the industries there may be noted a wide range of unemployment. In the following table are shown for the five-year period, 1908-1912, the percentages unemployed in the six leading industries at the close of the quarters specified:

Percentage of Membership Unemployed (All Causes) at the Close of Each Quarter, 1908-1912: By Principal Industries.

QUARTERS ENDING	All Industries	Building Trades	Boot and Shoe Manufacturing	Iron and Steel Manufacturing	Printing and Allied Trades	Textiles	Transportation (Steam and Electric)
March 31, 1908, . . .	17.9	25.2	8.0	16.6	9.0	43.9	13.3
June 30, 1908, . . .	14.4	18.3	18.2	17.8	10.5	13.6	8.9
September 30, 1908, . . .	10.6	9.3	17.1	16.0	12.6	15.5	4.8
December 31, 1908, . . .	13.9	21.2	6.4	16.3	9.4	20.9	5.7
March 31, 1909, . . .	11.4	18.5	12.8	9.8	6.4	6.7	4.3
June 30, 1909, . . .	6.4	5.0	8.0	7.6	5.6	6.9	3.7
September 30, 1909, . . .	4.8	3.1	7.1	3.5	4.4	5.1	2.9
December 31, 1909, . . .	9.4	17.8	3.3	10.9	3.6	12.6	2.2
March 31, 1910, . . .	7.1	8.9	7.4	4.2	3.6	8.7	5.2
June 30, 1910, . . .	7.0	4.2	9.6	3.9	3.8	17.9	4.9
September 30, 1910, . . .	5.6	4.5	7.9	5.0	3.7	7.5	3.1
December 31, 1910, . . .	10.2	18.0	5.0	14.3	4.0	8.6	4.0
March 31, 1911, . . .	10.4	19.3	12.0	6.3	4.6	9.7	4.1
June 30, 1911, . . .	6.6	6.4	4.4	13.4	4.5	21.3	2.8
September 30, 1911, . . .	5.6	5.0	4.5	7.5	6.6	11.9	2.4
December 30, ¹ 1911, . . .	9.7	20.9	2.3	12.6	6.0	7.5	3.0
March 30, ¹ 1912, . . .	14.1 ²	17.0	13.9	7.8	5.7	29.1	1.9
June 29, ¹ 1912, . . .	5.3	2.7	8.3	10.7	5.4	2.4	2.6
September 30, 1912, . . .	4.7	2.5	9.2	10.5	3.9	5.3	1.9
December 31, 1912, . . .	9.1	14.9	4.6	11.9	3.7	12.9	3.2

¹ Owing to the fact that the respective dates — December 31, 1911, March 31, 1912, and June 30, 1912 — fell on Sunday, the date chosen for the returns in each case was the day preceding.

² In explanation of this unusually high percentage unemployed for all causes it should be stated that over 9,000 organized textile workers in Lowell who were involved in a strike pending on March 30 were included in the aggregate number reported as unemployed on that date.

In the *building trades* the highest percentage reported unemployed during the five-year period was 25.2 on March 31, 1908. Other high percentages were: 21.2 on December 31, 1908; 20.9 on December 30, 1911; 19.3 on March 31, 1911; 18.5 on March 31, 1909; 18.0 on December 31, 1910; 17.8 on December 31, 1909; and 17.0 on March 30, 1912. The influence of the weather conditions is more marked in the building trades than in any other group of trades and it will be observed that in the building trades the highest percentages unemployed are at the close of December and March. The unusually high percentage on June 30, 1908, may be explained by the fact that the recovery following the industrial depression of 1907 had not become evident to any large extent on that date. The lowest percentage unemployed in the building trades was 2.5 on September 30, 1912, on which date the percentage unemployed for all industries was also the lowest noted, namely, 4.7.

In *boot and shoe* manufacturing the highest percentage unemployed was 18.2 on June 30, 1908. On September 30, 1908, it was 17.1, but for no other quarter did the percentage unemployed in this industry exceed 13.9

(on March 30, 1912). The lowest percentage reported was 2.3 on December 30, 1911.

In the *textile industry* the highest percentage unemployed was 43.9 on March 30, 1908, and other high percentages were reported as follows: 29.1 on March 30, 1912; 21.3 on June 30, 1911; 20.9 on December 31, 1908; and 17.9 on June 30, 1910. The lowest percentage was 2.4 on June 29, 1912.

Under *transportation* (steam and electric) the highest percentages unemployed were 13.3 on March 31, 1908, and 8.9 on June 30, 1908. Since the latter date there has been comparatively little unemployment in this group of occupations. Ordinarily railroad employees are rather continuously employed and the number unemployed is fairly constant. The principal causes of unemployment in this industry are sickness, accident, or old age, and voluntary vacations.

Under *iron and steel* manufacturing the percentages were high during the entire year 1908, the percentages for the close of the four quarters of the year having been respectively, 16.6, 17.8, 16.0, and 16.3. Other high percentages were 14.3 on December 31, 1910, 13.4 on June 30, 1911, and 12.6 on December 30, 1911. The lowest percentage was 3.5 on September 30, 1909.

In *printing and allied trades* the highest percentages unemployed were in 1908 as follows: 12.6 on September 30, 10.5 on June 30, 9.4 on December 31, and 9.0 on March 31. The lowest percentage unemployed was 3.6 both on December 31, 1909, and March 31, 1910. Ordinarily in this industry the amount of unemployment is fairly constant, the more usual percentages ranging between 3.6 and 6.6.

E. UNEMPLOYMENT IN THE VARIOUS OCCUPATIONS.

An examination of the statistics of unemployment in the various occupations¹ discloses a very wide range in the percentages unemployed. Within the same occupation there may be at one time practically no unemployment among the members of the organizations reporting, while at another time the percentage may reach a high figure. A comparison of the percentages for one occupation with those of another may also disclose a wide variation in the amount of unemployment in the occupations compared. Then, again, in certain occupations the percentages unemployed may continue fairly constant for a long period, then abruptly rise to a high point.

¹ See Table 11 on pages 112 and 113.

During the period 1908-1912 the highest and lowest percentages unemployed in the principal occupations were, respectively, as follows: Boot and shoe workers, 18.2 and 2.3; textile operatives, 43.9 and 2.4; carpenters, 18.0 and 1.9; street and electric railway employees, 4.7 and 0.1; teamsters and drivers, 21.2 and 0.4; painters, decorators, and paper-hangers, 38.3 and 2.6; garment workers, 56.7 and 0.0¹; bricklayers, masons, and plasterers, 62.8 and 1.9; municipal employees, 77.6 and 1.5; machinists, 16.7 and 2.0; hod carriers and building laborers, 49.1 and 2.6; railroad trainmen, 3.5 and 1.4; bartenders, 20.7 and 4.1; cigar makers, 40.6 and 0.8; stationary firemen, 6.9 and 1.1; iron and brass molders, 31.2 and 3.3; compositors, 10.1 and 2.5; freight handlers and clerks, 22.1 and 0.9; plumbers, 20.4 and 0.8; granite cutters, 25.5 and 1.1; and barbers, 4.2 and 0.7.

In 19 of the 34 specified occupations² the highest percentages unemployed were at the close of one of the four quarters in 1908 and in 10 occupations the lowest percentages fell in 1912, but aside from this showing there appears to be practically no regularity so far as the highest and lowest points are concerned. In fact, even 1908, the most unfavorable year so far as general conditions of employment were concerned, did not prove altogether an unfavorable year for certain occupations.

While the percentages of unemployment by occupations may prove useful and interesting in certain instances, they should be used with caution, particularly where comparisons are made between percentages in those occupations for which, owing to the small number of employees reporting, the returns may not have been properly representative. On the whole, comparisons based on percentages unemployed in the several more important industries are to be recommended in preference to comparisons on an occupational basis.

¹ Less than one-half of one per cent.

² See Table 11 on pages 112 and 113.

STATISTICAL TABLES.

TABLE 1.—National and International Unions and Federations Having Affiliated Locals in Massachusetts in 1912, showing the Number of Chartered Locals in Massachusetts and at Large.

NOTE.—In this table are included *only* those national and international organizations which had affiliated locals in Massachusetts in 1912. Except where otherwise noted the information relative to the total number of chartered local unions affiliated with the national and international organizations named in the table below was obtained directly from these respective organizations, the reports (see schedule form on page 122) having been received, for the most part, on schedules sent out on December 31, 1912. The information relative to the number of chartered local unions in Massachusetts was obtained by an exhaustive canvass of the individual local unions, the blanks (see schedule form on pages 124, 125) having also been sent out at the close of the year 1912. Further information showing the membership of the locals affiliated with each national and international union was obtained directly from the local unions and checked up against similar data obtained from the national and international unions. It was not deemed advisable to present this information relative to membership in detail, but a summary statement relative to the membership returns thus obtained will be found in the text on pages 8 to 10.

The organizations preceded by an asterisk (*) were affiliated with the American Federation of Labor at the close of the year 1912.

NAMES OF NATIONAL OR INTERNATIONAL UNIONS.	Total Number of Chartered Local Unions	Number of Chartered Local Unions in Massa- chusetts
All National and International Unions.	1 26,044	1,361
*American Federation of Labor,	2 395	2 35
*Actors Union of America, White Rats	3 -	3 1
*Asbestos Workers, International Association of Heat and Frost Insulators and	34	1
*Bakery and Confectionery Workers International Union of America,	188	13
*Barbers International Union of America, Journeymen	683	33
*Bill Posters and Billers of America, International Alliance of	449	2
*Blacksmiths and Helpers, International Brotherhood of	275	6
*Boiler Makers, Iron Ship Builders and Helpers of America, International Brotherhood of	353	11
*Bookbinders, International Brotherhood of	5 130	5
Boot and Shoe Cutters Assembly of the Knights of Labor, National	14	6 1
*Boot and Shoe Workers Union,	153	65
*Brewery Workmen of America, International Union of the United	7 534	819
Bricklayers, Masons, and Plasterers International Union of America,	937	46
*Bridge and Structural Iron Workers, International Association of	4 100	2
Building Laborers, International Protective Union of	206	9
Car Workers, International Association of	130	10
Card Machine Operators Union of America,	4 3	9 2
Card Room Operatives of America, Amalgamated	2	10 2

¹ This aggregate does not include the affiliated locals of four internationals for which the information was lacking.

² Includes only the locals directly affiliated, *i.e.*, those locals not affiliated through any National or International Union.

³ Not organized on a local basis. The members are directly connected with the international union. For purposes of tabulation the approximate number of members who were in Boston at the close of the year have been entered and the Boston representation has been tabulated as a local organization.

⁴ As reported in June, 1912.

⁵ According to the roster published in the official journal, December, 1912.

⁶ This local was also affiliated with the Knights of Labor (see below).

⁷ Includes 180 branches.

⁸ Includes one branch.

⁹ One of these two locals was also affiliated with the United Textile Workers (see below).

¹⁰ These two locals were also affiliated with the United Textile Workers (see below).

TABLE 1.—*National and International Unions and Federations Having Affiliated Locals in Massachusetts in 1912, showing the Number of Chartered Locals in Massachusetts and at Large—Continued.*

NAMES OF NATIONAL OR INTERNATIONAL UNIONS.	Total Number of Chartered Local Unions	Number of Chartered Local Unions in Massachusetts
All National and International Unions — Con.		
Carpenters and Joiners, Amalgamated Society of	¹ 1,042	4
*Carpenters and Joiners of America, United Brotherhood of	1,850	147
*Carriage, Wagon, and Automobile Workers of North America, International Union of	² 35	1
*Carvers Association of North America, International Wood	22	1
*Cement Workers, American Brotherhood of	99	3
*Cigar Makers International Union of America,	488	16
Clerks, International Protective Association, Retail	³ 385	19
*Cloth Hat and Cap Makers of North America, United	24	2
*Commercial Telegraphers Union of America, The	50	1
*Coopers International Union of North America	98	4
*Cutting Die and Cutter Makers, International Union of	12	6
Drop and Machine Forgers, Die Sinkers, and Trimmer Makers, United Association of	10	1
*Electrical Workers of America, International Brotherhood of (A. F. of L.)	200	18
Electrical Workers of America, International Brotherhood of	400	6
*Elevator Constructors, International Union of	32	1
Engineers and Machinists, Amalgamated Society of	4 -	6
*Engineers, International Union of Steam and Operating	⁶ 252	24
*Firemen, International Brotherhood of Stationary	310	20
*Foundry Employees, International Brotherhood of	27	1
*Freight Handlers, Brotherhood of Railroad	70	4
*Garment Workers of America, United	251	10
*Garment Workers Union, International Ladies	83	6
*Glass Workers International Association of America, An amalgamated	30	1
*Glass Workers Union, American Flint	112	3
*Glove Workers Union of America, International	21	1
Government Employees, National League of	25	4
*Granite Cutters International Association of America, The	181	22
Hat Finishers Association of the United States, Wool	4	3
*Hatters of North America, United	⁶ 22	1
*Hod Carriers and Building and Common Laborers of America, International	215	12
*Horseshoers of the United States and Canada, International Union of the Journeymen	278	5
*Hotel and Restaurant Employees International Alliance and Bartenders International League of America	541	36
Industrial Workers of the World	210	15
Industrial Workers of the World (Detroit Faction)	60	1
*Iron, Steel, and Tin Workers of the United States, Amalgamated Association of Knights of Labor	85	1
*Lathers, International Union of Wood, Wire, and Metal	7 -	16
*Laundry Workers International Union	220	11
*Leather Workers on Horse Goods, International United Brotherhood of	48	4
*Leather Workers Union of America, Amalgamated	75	1
*Lithographers International Protective and Beneficial Association of the United States and Canada	⁸ 15	1
Lithographic Workmen, International Union of	27	2
Locomotive Engineers, Brotherhood of	7 -	1
Locomotive Firemen and Enginemen, Brotherhood of	812	7
*Longshoremen's Association, International	825	10
Loomfixers International Union	824	6
*Machinists, International Association of	17	7
Maintenance of Way Employees, International Brotherhood of	⁹ 792	27
*Marble Workers, International Association of	376	11
*Meat Cutters and Butcher Workmen of North America, Amalgamated	60	2
*Metal Polishers, Buffers, Platers, Brass and Silver Workers Union of North America	130	2
*Metal Workers International Alliance, Amalgamated Sheet	125	14
Molders Union of North America, International	420	18
	⁶ 437	29

¹ Of this total number of "branches," 73 were in the United States and 51 were in Canada.

² As reported in 1909; no report received in 1912.

³ As reported in 1910; no report received in 1912.

⁴ The total number of branches was not stated, but the number of branches in the United States was reported as 43, and in Canada, 13.

⁵ According to official directory dated October 1, 1912.

⁶ As reported in June, 1912.

⁷ No report received.

⁸ As reported in 1911; no report received in 1912.

⁹ According to roster published in the official journal, April, 1913, there were 792 affiliated "lodges" (including 88 helpers' lodges) of which number 27 lodges (including two helpers' lodges) were in Massachusetts.

TABLE 1.—*National and International Unions and Federations Having Affiliated Locals in Massachusetts in 1912, showing the Number of Chartered Locals in Massachusetts and at Large—Concluded.*

NAME OF NATIONAL OR INTERNATIONAL UNIONS.	Total Number of Chartered Local Unions	Number of Chartered Local Unions in Massachusetts
All National and International Unions — Con.		
Musical and Theatrical Union, American International	37	1
*Musicians, American Federation of	620	26
*Painters, Decorators, and Paperhangers of America, Brotherhood of	961	62
*Paper Makers, International Brotherhood of	88	10
*Pattern Makers League of North America,	102	7
*Pavers, Rammernen, Flag Layers, Bridge and Stone Curb Setters, International Union of	77	1
*Paving Cutters Union of the United States of America and Canada,	72	5
*Photo-Engravers Union of North America, International	66	4
*Piano, Organ, and Musical Instrument Workers International Union of America,	27	3
*Plasterers International Association of the United States and Canada, Operative	305	4
*Plate Printers Union of North America, International Steel and Copper	10	1
*Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters Helpers of the United States and Canada, United Association of Journeymen	593	35
*Printing Pressmen and Assistants Union of North America, International	320	13
*Pulp, Sulphite, and Paper Mill Workers, International Brotherhood of	36	2
*Quarry Workers International Union of North America,	69	8
Railroad Signalmen of America, Brotherhood of	35	2
Railroad Station Agents, Order of	5	3
Railroad Station Employees, Brotherhood of	30	8
*Railroad Telegraphers, The Order of	122	6
Railroad Trainmen, Brotherhood of	863	21
*Railway Carmen of America, Brotherhood of	551	3
*Railway Clerks, Brotherhood of	161	24
Railway Conductors of America, The Order of	601	6
*Railway Employees of America, Amalgamated Association of Street and Electric	216	22
*Roofers, Composition, Damp, and Water-proof Workers of the United States and Canada, International Brotherhood of	33	2 3
Sailors' Union of the Atlantic,	9	2
Shoe Workers of America, United	37	24
Shoe Workers Protective Union,	6	6
*Slate and Tile Roofers Union of America, International	25	3
*Spinners Union, International	23	3 9
*Stage Employees, International Alliance of Theatrical	249	21
State, City, and Town Employees, National Federation of	43	4 29
Steam, Hot Water, and Power Pipe Fitters and Helpers, International Association of	121	9
Steam Shovel and Dredgemen, International Brotherhood of	49	1
*Stereotypers and Electrotypers Union of North America, International	112	5
*Stone Cutters Association of North America, Journeymen	240	4
*Stove Mounters International Union,	52	2
*Switchmen's Union of North America,	198	2
*Tailors Union of America, Journeymen	332	9
*Teamsters, Chauffeurs, Stablemen, and Helpers of America, International Brotherhood of	1 507	38
Textile Workers, National Industrial Union of (I. W. W.)	35	5 9
*Textile Workers of America, United	150	43
*Tile Layers and Helpers International Union, Ceramic, Mosaic, and Encaustic	48	3
*Travelers' Goods and Leather Novelty Workers International Union of America,	21	1
*Typographical Union, International	689	22
*Upholsterers International Union of North America,	50	5
Weavers, National Federation of Cloth	11	3
Weavers Amalgamated Association of the United States of America, Elastic Goring	2	2
Weavers Protective Association, American Wire	5	1
Woolsorters and Graders Association of the United States, National	7	4
Independent Locals (<i>i.e.</i> locals having no national or international affiliation),	-	21
Total,	6 26,134	1,396
Number of local unions affiliated with two internationals (constituting duplications),	90	35

¹ As reported in June, 1912.

² The membership of two of these unions has been included under International Slate and Tile Roofers (see below) as each had a joint membership with a local affiliated with this international union.

³ These nine unions were also affiliated with the United Textile Workers (see below).

⁴ Ten of these locals were also affiliated with the American Federation of Labor (see above) and one was affiliated with the International Brotherhood of Teamsters, etc. (see below).

⁵ These nine unions were also affiliated with the Industrial Workers of the World (see above).

⁶ This aggregate does not include the affiliated locals of four internationals for which the information was lacking.

TABLE 2.—*Number of Delegate Organizations Having Affiliated Locals in Massachusetts at the Close of the Years, 1908–1912.*

CLASSIFICATION.	NUMBER OF ORGANIZATIONS IN —				
	1908	1909	1910	1911	1912
All Delegate Organizations,	132	146	156	161	165
State, District, and Trades Councils, . . .	53	57	59	62	69
State Branches, . . .	10	10	8	10	11
New England District Councils, . . .	7	10	9	7	9
Railway Adjustment Committees, . . .	10	12	13	18	24
District Councils (other than local), . . .	26	25	29	27	25
Carpenters District Councils, . . .	9	10	10	11	11
Painters District Councils, . . .	4	4	4	4	4
Machinists District Councils, . . .	4	3	3	3	3
Other District Councils, . . .	9	8	12	9	7
Central Labor Unions, . . .	33	33	35	35	33
Local Trades Councils, . . .	46	56	62	64	63
Carpenters District Councils, . . .	8	10	11	10	10
Building Trades Councils, . . .	9	12	13	11	10
Joint Shoe Councils, . . .	6	7	7	7	7
Allied Printing Trades Councils, . . .	5	5	5	7	7
Metal Trades Councils, . . .	—	2	4	5	5
Textile Councils, . . .	4	3	3	3	4
Other Local Trades Councils, . . .	14	17	19	21	20

TABLE 3.—Number and Membership of Local Unions at the Close of 1911 and 1912: By Municipalities.

MUNICIPALITIES. ¹	1911		1912	
	Number of Unions	Membership	Number of Unions	Membership
The State.	1,282	191,038	1,361	226,768
Adams,	8	784	8	1,354
Athol,	9	437	9	321
BEVERLY,	7	914	7	852
BOSTON, ²	280	71,432	289	87,833
BROCKTON,	50	15,251	47	15,540
CAMBRIDGE,	8	915	11	2,420
CHELSEA,	9	1,423	8	1,421
CHICOPEE,	9	776	9	1,030
Clinton,	7	302	7	250
FALL RIVER,	37	7,354	38	7,348
FITCHBURG,	27	1,755	29	1,921
Framingham,	11	474	10	598
Gardner,	6	123	7	154
GLoucester,	15	1,023	20	1,987
Greenfield,	14	776	14	852
HAVERHILL,	29	4,965	34	6,525
HOLYOKE,	37	2,863	42	4,139
LAWRENCE,	41	4,186	46	17,327
LOWELL,	45	4,174	51	5,175
LYNN,	57	12,490	60	14,276
MALDEN,	7	415	8	485
MARLBOROUGH,	13	481	11	431
Milford,	10	1,032	10	1,155
Natick,	6	424	8	562
NEW BEDFORD,	39	9,414	34	9,526
NEWBURYPORT,	6	123	8	211
NEWTON,	10	840	10	871
NORTH ADAMS,	25	1,128	27	1,098
NORTHAMPTON,	20	942	21	1,112
Norwood,	7	313	7	360
PITTSFIELD,	24	1,587	24	1,727
QUINCY,	26	2,605	28	2,775
Rockland,	4	1,505	4	1,507
SALEM,	31	3,956	31	4,206
SOMERVILLE,	9	1,244	9	1,976
SPRINGFIELD,	61	7,071	65	9,254
TAUNTON,	23	1,507	27	1,522
Wakefield,	5	345	5	372
WALTHAM,	11	549	11	792
Westfield,	11	535	12	624
Whitman,	7	1,676	7	1,658
WORCESTER,	59	6,742	64	7,095
Other cities and towns,	162	14,177	184	16,116

¹ Statistics of membership for unions in cities and towns in which there were less than five local unions have been included under "Other cities and towns" so as not to disclose the membership of any individual union.

² For convenience in making comparison of the figures for 1912 with those for 1911 the nine unions in Hyde Park at the close of 1911, with a total membership of 796, have been included under Boston in 1911 although Hyde Park was not annexed to Boston until January 1, 1912. The number of unions in Hyde Park at the close of 1912 was eight with a total membership of 797, one union having disbanded in 1912.

TABLE 4.—Number and Membership of Local Unions at the Close of 1911 and 1912: By Occupations.

OCCUPATIONS. ¹	1911		1912	
	Number of Unions	Membership	Number of Unions	Membership
All Occupations.	1,282	191,038	1,361	236,768
Bakers and confectioners,	15	880	14	789
Barbers,	34	2,251	33	2,209
Bartenders,	29	3,497	29	3,631
Blacksmiths,	8	386	7	572
Boilermakers,	13	649	12	2,102
Boot and shoe workers:	101	37,512	102	41,529
Cutters,	9	4,550	11	4,774
Edgemakers,	6	1,558	5	1,536
Lasters,	12	4,398	13	4,639
Mixed,	32	11,595	32	14,068
Stitchers,	8	3,661	8	4,773
Treers, dressers, and packers,	8	2,352	8	2,662
Turn workmen,	6	2,065	6	2,288
Others,	20	7,303	19	6,784
Bottlers and drivers,	9	1,223	9	1,518
Brewery workmen,	10	1,527	10	1,510
Bricklayers, masons, and plasterers,	50	5,378	50	5,508
Car workers and inspectors,	11	908	10	1,135
Carpenters,	141	16,520	151	18,671
Cigar makers,	16	3,236	16	3,316
Clerks, railway,	24	1,589	24	1,589
Clerks, retail,	14	1,153	21	1,679
Compositors,	20	2,474	20	2,556
Conductors, railway,	6	978	6	982
Cooks and waiters,	7	1,750	8	1,921
Cutting die and cutter makers,	6	149	6	138
Electrical workers,	24	1,500	21	1,922
Engineers (hoisting and portable),	8	436	8	455
Engineers, locomotive,	7	1,530	7	1,549
Engineers, stationary,	15	1,523	16	1,422
Firemen, locomotive,	9	1,972	10	2,002
Firemen, stationary,	19	2,479	20	3,228
Freight handlers and clerks,	8	2,034	9	2,408
Garment workers,	19	3,471	17	5,599
Granite cutters,	24	2,549	22	2,222
Hat and cap makers,	8	496	8	485
Hod carriers and building laborers,	24	4,179	21	4,896
Horseshoers,	6	473	5	306
Lathers (wood, wire, and metal),	12	437	11	575
Machinists,	35	4,026	34	5,060
Maintenance-of-way employees,	10	1,345	11	1,188
Metal polishers, buffers, and platers,	11	480	13	591
Molders,	27	2,670	29	3,071
Municipal employees,	34	5,140	35	5,188
Musicians,	28	5,066	28	5,190
Painters, decorators, and paperhanglers,	62	5,576	63	6,158
Paper makers,	1 -	1 -	12	1,316
Pattern makers,	6	568	7	639
Plumbers, steamfitters, gasfitters, etc.,	40	2,792	44	3,039
Printing pressmen,	14	1,460	13	1,450
Quarry workers,	7	839	8	687
Sheet metal workers,	14	932	18	1,093
Station agents and employees,	13	1,713	12	1,651
Steam railroad employees,	10	1,031	10	1,144
Stereotypers and electrotypers,	5	387	5	429
Street and electric railway employees,	20	4,042	22	12,867
Tailors and dressmakers,	9	371	9	364
Teamsters, chauffeurs, stablemen, etc.,	36	10,241	39	10,649
Telegraphers, railroad,	5	1,057	6	1,176
Textile workers:	52	15,863	73	32,581
Loomfixers,	13	2,798	13	2,735
Mixed,	1 -	1 -	17	17,194
Mule spinners,	8	1,932	9	2,062
Weavers,	11	6,743	11	6,539
Wool sorters,	4	735	4	683
Others,	16	3,655	19	3,168
Theatrical stage employees,	17	1,033	21	1,101
Trainmen, railroad,	21	4,325	21	4,349
All other occupations,	109	14,942	125	17,583

¹ Statistics of membership for unions in occupations in which there were less than five local unions have been included under "All other occupations" so as not to disclose the membership of any individual union.

TABLE 5.—*Number and Membership of Local Trade Unions at the Close of 1911 and 1912: By Industries.*

INDUSTRIES.	1911 ¹		1912	
	Number	Membership	Number	Membership
ALL INDUSTRIES.	1,282	191,038	1,361	236,768
Manufacturing.	482	87,887	506	115,765
Textiles.	52	15,863	74	32,387
Leather and Leather Goods.	105	38,399	105	42,121
Boots and shoes,	101	37,512	102	41,529
Other leather goods,	4	887	3	592
Metals, Machinery, and Shipbuilding.	118	9,485	108	11,638
Iron and steel products,	92	7,883	85	9,952
Miscellaneous metal products,	19	1,163	15	791
Shipbuilding,	7	439	8	895
Food, Liquors, and Tobacco.	54	7,627	58	9,796
Food products,	16	941	19	2,700
Liquors and beverages,	20	2,550	21	3,105
Tobacco,	18	3,836	18	3,991
Printing and Allied Trades.	50	5,555	53	5,753
Printing and publishing,	36	4,157	44	4,814
Bookbinding and blankbook making,	3	395	5	654
Lithographing and engraving,	11	803	4	255
Clothing.	88	4,415	87	6,740
Clothing, men's,	20	1,988	20	3,273
Clothing, women's,	8	1,854	6	2,690
Hats and caps,	5	496	9	585
Others,	2	77	2	192
Paper and Paper Goods.	4	223	12	1,316
Furniture and Woodworking.	24	3,061	20	2,799
Stone, Glass, and Clay Products.	35	3,882	37	3,144
Other Industries.	2	77	2	71
Building.	376	37,070	376	39,955
Building Trades.	349	32,648	355	35,059
Unskilled Building Labor.	27	4,422	21	4,896
Transportation.	202	38,995	229	50,590
Railroad,	126	18,232	135	19,357
Road, street, and bridge,	60	14,862	68	24,626
Telegraphs and telephones,	5	1,057	12	3,240
Water,	11	4,844	14	3,367
Trade.	20	1,945	27	2,597
Wholesale and retail,	20	1,945	27	2,597
Public Service.	39	5,886	45	6,433
Professional Service.	46	6,599	50	6,641
Domestic and Personal Service.	76	7,858	77	8,902
Extractive Industries.	7	839	9	747
Quarrying,	7	839	9	747
Miscellaneous.²	34	3,959	42	5,138

¹ Several corrections have been made in the figures as published in the "Fourth Annual Report on Labor Organizations" in order that the classification might conform exactly to the classification used in tabulating the returns for 1912.

² Includes unions which could not be classified under any of the above-mentioned industries chiefly because of their being organized on an occupational rather than on an industrial basis.

TABLE 6.—Number and Membership of Local Trade Unions at the Close of 1911 and 1912 having Women as Members: By Municipalities.

MUNICIPALITIES. ¹	1911				1912			
	UNIONS		MEMBERSHIP		UNIONS		MEMBERSHIP	
	Re-reporting Member- ship	Having Women as Mem- bers	Total Member- ship	Number of Women	Re-reporting Member- ship	Having Women as Mem- bers	Total Member- ship	Number of Women
The State.	1,282	159	191,038	16,139	1,361	181	236,768	25,749
Athol,	9	3	437	26	9	4	331	30
BOSTON, ²	271	32	70,636	2,819	289	34	87,833	6,144
BROCKTON,	50	15	15,251	2,359	47	15	15,540	3,129
FALL RIVER,	37	7	7,354	1,977	38	7	7,348	1,161
FITCHBURG,	27	3	1,755	14	29	4	1,921	20
Haverhill,	29	7	4,965	1,048	34	9	6,525	1,091
HOLYOKE,	37	3	2,863	22	42	5	4,139	76
LAWRENCE,	41	3	4,186	89	46	6	17,327	3,182
LOWELL,	45	5	4,174	249	51	5	5,175	292
LYNN,	57	10	12,490	927	60	12	14,276	2,163
NEW BEDFORD,	39	6	9,414	2,134	34	6	9,526	2,315
NORTH ADAMS,	25	6	1,128	77	27	7	1,098	130
SALEM,	31	4	3,956	502	31	4	4,206	501
SPRINGFIELD,	61	6	7,071	292	65	6	9,254	308
TAUNTON,	23	3	1,507	11	27	4	1,522	21
Whitman,	7	4	1,676	328	7	4	1,658	386
WORCESTER,	59	5	6,742	54	64	5	7,095	37
Other municipalities having women in trade unions,	189	37	17,591	3,211	205	44	18,340	4,763
Municipalities having no women in trade unions,	245	-	17,842	-	256	-	23,654	-

¹ Statistics of membership for unions in the municipalities in which there were less than three local unions having women as members have been included under "Other municipalities" so as not to disclose the membership of any individual union.

² For comparative purposes nine unions in Hyde Park, with a total membership of 796, are included under Boston; see footnote 2 following Table 3, on page 43.

TABLE 7.—Number and Membership of Local Trade Unions at the Close of 1911 and 1912 having Women as Members: By Occupations.

OCCUPATIONS.	1911		1912	
	Number of Unions Having Women as Members	Number of Women in Unions	Number of Unions Having Women as Members	Number of Women in Unions
All Occupations.	159	16,139	181	25,749
Boot and shoe workers:				
Boot and shoe workers (mixed),	47	7,241	50	10,034
Stitchers,	31	5,306	25	4,682
Treers, dressers, and packers,	1	1	7	3,229
Others,	5	976	6	1,163
Cigar makers,	11	959	12	960
Clerks, retail,	11	250	12	339
Compositors,	7	309	9	394
Cooks and waitresses,	12	129	14	181
Garment workers,	3	178	3	290
Musicians,	12	852	12	2,037
Tailoresses and dressmakers,	26	345	22	326
Telegraphers, railroad,	5	40	5	38
Textile workers:	4	31	5	32
Textile workers (mixed),	13	4,956	23	8,165
Weavers,	2	2	11	4,067
Others,	7	2,899	8	3,388
All other occupations,	6	2,057	4	710
	19	1,808	26	3,913

¹ Included under "Boot and Shoe Workers — Others," as there were less than five unions of stitchers having women as members at the close of 1911.

² Included under "All other occupations" as there were less than five unions having women as members in this class at the close of 1911.

TABLE 8.—*Increase or Decrease in Membership of Identical¹ Unions existing both at the Close of 1911 and 1912: By Municipalities.*

MUNICIPALITIES.	Number of Identical Unions ¹	MEMBERSHIP		Increase (+) or Decrease (-) in 1912 as Compared with 1911
		1911	1912	
THE STATE.	1,201	183,938	208,380	+24,442
Adams,	8	784	1,354	+570
Athol,	9	437	331	-106
BEVERLY,	7	914	852	-62
BOSTON,	251	69,380	72,682	+3,302
BROCKTON,	46	15,088	15,487	+399
CAMBRIDGE,	8	915	1,044	+129
CHELSEA,	8	1,128	1,421	+293
CHICOPEE,	9	776	1,030	+254
Clinton,	7	302	250	-52
FALL RIVER,	36	7,134	6,830	-304
FITCHBURG,	25	1,713	1,762	+49
Framingham,	9	449	560	+111
Gardner,	6	123	138	+15
GLoucester,	15	1,023	1,088	+65
Greenfield,	14	776	852	+76
HAVERHILL,	28	4,945	5,422	+477
HOLYOKE,	34	2,765	3,057	+292
LAWRENCE,	37	4,094	16,059	+11,965
LOWELL,	43	4,084	4,562	+478
LYNN,	53	10,419	12,093	+1,674
MALDEN,	6	384	448	+64
MARLBOROUGH,	11	457	431	-26
Milford,	10	1,032	1,155	+123
Natick,	6	424	427	+3
NEW BEDFORD,	32	8,411	9,482	+1,071
NEWBURYPORT,	6	128	150	+22
Newton,	10	840	871	+31
NORTH ADAMS,	24	1,102	1,056	-46
NORTHAMPTON,	20	942	1,083	+141
Norwood,	7	313	360	+47
PITTSFIELD,	22	1,570	1,699	+129
QUINCY,	24	2,590	2,631	+41
Rockland,	4	1,505	1,507	+2
SALEM,	30	3,916	4,173	+257
SOMERVILLE,	8	1,179	1,376	+197
SPRINGFIELD,	58	6,935	8,967	+2,032
TAUNTON,	22	1,345	1,302	-43
Wakefield,	5	345	372	+27
WALTHAM,	9	500	542	+42
Westfield,	11	535	612	+77
Whitman,	7	1,676	1,658	-18
WORCESTER,	58	6,732	6,864	+132
Other cities and towns,	158	13,828	14,340	+512

¹ The data presented in this table have reference to what the Bureau has designated as "identical unions," i.e., unions which were in existence both at the close of 1911 and 1912. A presentation of this character makes possible the determination of the actual change in membership of unions existing at the close of both years irrespective of any increase in aggregate membership due to the formation of new unions or of any decrease due to the disbanding in 1912 of unions which were in existence at the close of 1911.

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Bakers.								
<i>Foremen.</i>								
Boston (German union),	week	\$18.00	\$18.00	—	\$0.60	10	60	—
Boston (Hebrew union),	week	24.00	24.00	—	—	9	54	—
Brockton,	week	20.00	20.00	\$0.40	—	9	54	—
Fall River,	week	18.00	18.00	.30	.30	9	54	—
Holyoke,	week	19.00	19.00	.47½	.47½	10	60	—
Lynn (Hebrew union),	week	22.00	22.00	.40	.40	9	54	—
Lynn (Union B),	week	20.00	20.00	.40	.40	9	54	—
New Bedford,	week	18.00	18.00	.30	.30	10	60	—
Salem,	week	18.00	18.00	.35	.35	9	54	—
Springfield (Hebrew union),	week	23.00	23.00	.50	—	9½	57	—
Springfield (Union B),	week	20.00	20.00	.35	.35	10	60	—
Taunton,	week	20.00	20.00	.60	1.60	2 10	60	—
Worcester,	week	22.00	22.00	.80	—	9	54	12
<i>Second Hands.</i>								
Boston (German union),	week	14.00	14.00	—	—	10	60	—
Boston (Hebrew union),	week	20.00	20.00	—	—	9	54	—
Brockton (day),	week	16.00	16.00	.40	—	9	54	—
Brockton (night),	week	18.00	18.00	.40	—	9	54	—
Fall River,	week	15.00	15.00	.30	.30	9	54	—
Holyoke,	week	16.00	16.00	.40	.40	10	60	—
Lynn (Hebrew union),	week	18.00	18.00	.40	.40	9	54	—
Lynn (Union B),	week	18.00	18.00	.40	.40	9	54	—
New Bedford,	week	15.00	15.00	.30	.30	10	60	—
Salem,	week	16.00	16.00	.35	.35	9	54	—
Springfield (Hebrew union),	week	19.00	19.00	.45	.45	9½	57	—
Springfield (Union B),	week	16.00	16.00	.35	.35	10	60	—
Taunton,	week	16.00	16.00	.50	1.50	2 10	60	—
Worcester,	week	20.00	20.00	.74	—	9	54	12
<i>Third Hands.</i>								
Boston (German union),	week	13.00	13.00	—	—	10	60	—
Boston (Hebrew union),	week	18.00	18.00	—	—	9	54	—
Brockton (day),	week	15.00	15.00	.40	—	9	54	—
Brockton (night),	week	16.00	16.00	.40	—	9	54	—
Fall River,	week	12.00	12.00	.30	.30	9	54	—
Holyoke,	week	14.00	14.00	.35	.35	10	60	—
Lynn (Hebrew union),	week	16.00	16.00	—	—	9	54	—
Lynn (Union B),	week	15.00	15.00	.40	.40	9	54	—
New Bedford,	week	13.00	13.00	.30	.30	10	60	—
Salem,	week	15.00	15.00	.35	.35	9	54	—
Springfield (Hebrew union),	week	16.00	16.00	.35	.35	10	60	—
Springfield (Union B),	week	15.00	15.00	.35	.35	9½	57	—
Taunton,	week	15.00	15.00	.40	1.40	2 10	60	—
Worcester,	week	18.00	18.00	.66½	—	9	54	12
Bakery Wagon Drivers.								
(See Teamsters.)								
Barbers.								
Adams,	week	13.00	13.00	—	—	13	81	—
Athol,	week	14.00	14.00	—	—	11	63	—
Boston,	week	{ 13.00 12.00	13.00	— —	4— —	12	72	}
Brockton,	week	14.00	14.00	—	—	12½	68	12
Chicopee,	week	14.00	14.00	—	—	10	59	—
Fall River,	week	12.00	12.00	—	—	10¾	59½	—

¹ No holiday work.² Night work, 9 hours.³ And one-half profits of receipts over \$20.⁴ Same rate of pay as on regular days if they work.⁵ Minimum.

TABLE 9.—*Union Scale of Wages and Hours of Labor: By Occupations and Municipalities*—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Barbers—Con.								
Fitchburg,	week	{ \$12.00- 16.00	\$12.00- 16.00	-	-	12	-	-
Framingham,	week	14.00	14.00	-	-	11½	64½	-
Gardner,	week	14.00	14.00	-	-	10½	66	-
Gloucester,	week	{ 12.00- 15.00	12.00- 15.00	-	-	-	73	12
Greenfield,	week	13.00	13.00	-	-	10½	58	12
Haverhill,	week	{ 12.00 13.00	12.00 13.00	-	-	10½	61½	12
Holyoke,	week	{ 13.00 12.00-	13.00 12.00-	-	-	11½	70½	-
Lawrence,	week	{ 12.00- 14.00	12.00- 14.00	-	-	-	64	-
Leominster,	week	12.00	12.00	-	-	11½	64	-
Lowell,	week	12.00	12.00	-	-	10	60	12
Lynn,	week	{ 13.00	13.00	-	-	13½	76	12
Milford,	week	13.00	13.00	-	-	11½	59½	-
New Bedford,	week	12.00	12.00	-	-	-	68	12
North Adams,	week	14.00	14.00	-	-	-	68	-
Northampton,	week	13.00	13.00	-	-	12	67	-
Pittsfield,	week	{ 14.00	14.00	-	-	11	62	12
Quincy,	week	12.00	12.00	-	-	10	57½	-
Rockland,	week	15.00	15.00	-	-	-	62	-
Salem,	week	12.00	12.00	-	-	11	67½	12
Springfield,	week	{ 13.00	13.00	-	-	11	60½	12
Taunton,	week	14.00	14.00	-	-	11	63	12
Webster,	week	15.00	15.00	-	-	-	72	-
Westfield,	week	{ 13.00- 15.00	13.00- 15.00	-	-	10½	63	12
Woburn, ³	-	-	-	-	-	-	63½	-
Worcester,	week	{ 12.00	12.00	-	-	-	-	-
Bartenders.								
Adams,	week	15.00	15.00	-	-	10	60	-
Athol,	week	15.00	15.00	-	-	9	60	-
Boston,	week	18.00	18.00	-	-	10	60	-
Chelsea,	week	18.00	18.00	-	-	10	60	-
Chicopee,	week	18.00	18.00	-	-	9	63	-
Clinton,	week	15.00	15.00	-	-	10	60	-
Fitchburg,	week	16.50	16.50	-	-	10	60	-
Gardner,	week	{ 10.00- 20.00	10.00- 20.00	-	-	9	54	-
Gloucester,	week	15.00	15.00	-	-	10½	63	-
Greenfield,	week	15.00	15.00	-	-	10	62	-
Haverhill,	week	18.00	18.00	{ \$0.50 -.45¾	{ -	8- 9	54- 59	-
Holyoke,	week	{ 18.00	18.00	-	-	9	55	-
Lawrence,	week	{ 15.00	15.00	.52	\$0.52	9	58	-
Lowell,	week	15.00	15.00	-	-	-	60	-
Marlborough,	week	{ 15.00- 21.00	15.00- 21.00	-	-	10	63	-
New Bedford,	week	{ 15.00	15.00	.30	.35	{ 8½ 9	60	-
North Adams,	week	15.00	15.00	-	-	10	62	-
Northampton,	week	15.00	15.00	-	-	10	62	-
Pittsfield,	week	18.00	18.00	-	-	9	56	-
Pittsfield (apprentices),	week	15.00	15.00	-	-	9	56	-
Southbridge,	week	18.00	18.00	-	-	10	60	-
Springfield,	week	{ 18.00- 20.00	18.00- 20.00	-	-	9	54	-
Taunton,	week	15.00	15.00	-	-	10½	58	-
Ware,	week	18.00	18.00	.48	.48	9	57	-
Westfield,	week	18.00	18.00	{ .40- .50	{ .50	9	55	-
Worcester,	week	18.00	18.00	-	-	10	60	-

¹ Minimum.² Or \$12.00 and half the profits of receipts over \$18.00.³ No rate of wages.⁴ And board when they receive \$10.00.⁵ Five dollars a day if they work.⁶ Paid \$5.00 for 10 hours.

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half- holiday in Effect
Bill Posters and Billers.								
<i>Billers.</i>								
Boston,	day	\$2.00	\$12.00	—	—	—	—	—
Springfield,	week	15.00	15.00	—	—	9	54	—
<i>Bill Posters.</i>								
Boston (foremen),	week	16.00	16.00	—	—	8	48	4
Boston,	week	14.00	14.00	—	—	8	48	4
Springfield,	week	13.50	13.50	—	—	9	54	—
Blacksmiths.								
Boston,	day	3.50	21.00	\$0.57½	\$0.78	9	54	—
Boston (chainmakers),	day	3.25	19.50	.72½	.72½	9	54	—
Boston (forgers),	day	4.00	24.00	—	—	9	54	—
Brockton,	week	{ 16.50	16.50	.55	.55	8	45	12
		19.00	19.00	.63	.63			
Fitchburg,	hour	{ .29½	14.31			9	53	—
		.32½	15.64					
			17.23					
Lawrence,	day	2.25	13.50	.31½	.37½	9½	54	12
New Bedford,	week	15.00	15.00	.40	.40	10½	56	12
Norwood,	hour	{ .28½	15.11	.42¾	.42¾	9	53	—
		.40	21.20	.60	.60			
Quincy,	hour	{ .25	13.50	.37½	.50	9	54	7
		.35	18.90	.52½	.70			
Salem,	hour	{ .29	15.60	.43½	.43½	9	53	—
		.32½	17.55	.48¾	.48¾			
<i>Helpers.</i>								
Boston,	day	2.50	15.00	.41½	.55½	9	54	—
Brockton,	week	14.00	14.00	—	—	8	48	—
Fitchburg,	hour	.21	11.13	.31½	.31½	9	53	—
Salem,	hour	.21½	11.40	—	—	9	53	—
Boilermakers.								
Boston (outside men),	day	4.25	25.50	—	—	8	48	—
Boston (shopmen),	day	{ 2.75-	16.50-			9	54	—
		3.25	19.00					
Cambridge,	hour	{ .29½	15.64	—	—	9	53	3
		.33	17.99					
		.35	18.55					
Fitchburg,	day	2.50-	15.00-	—	—	9	54	—
		3.50	21.00					
Framingham,	hour	.36	19.44	.72	.72	9	54	3
Greenfield,	hour	.34	18.02	—	.51	9	53	2
Lowell,	hour	.28	15.12	—	—	9	54	—
Norwood,	hour	{ .28½	15.39	.42¾	.42¾	8½	53	—
		.36	19.44	.54	.54			
Springfield,	hour	.34	18.36	—	—	9	54	—
Worcester,	hour	{ .26-	14.30-			10	55	—
		.36	19.80					
<i>Helpers.</i>								
Boston (Union A),	hour	{ .22	11.90	.33	.33	8½	53	—
		.22½	12.20	.33½	.33½			
		.23	12.42	.34½	.34½			
Boston (Union B),	hour	{ .21½	11.40	.32½	.32½	9	53	2
		.23½	12.46	.35½	.35½			
		.25½	13.52	.38½	.38½			
Framingham,	hour	{ .18-	9.72-	—	—	9	54	—
		.25	13.50					
Norwood,	hour	.20	10.60	—	—	9	53	—
Worcester,	week	{ 12.00-	12.00-	.43½	.43½	10	55	12
		17.00	17.00	.62	.62			

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Boilermakers and Iron Shipbuilders.								
Quincy,	hour	{ \$0.25 .27 .30	{ \$12.00 12.96 14.40 13.50 14.58 16.20	{ \$0.37½ .40½ .45	{ \$.50 .54 .60	18	1 48	-
Quincy,	hour	.15	8.10	.22½	.30	9	54	-
Quincy,	hour	.28	15.12	.42	.56	9	54	-
Bookbinders.								
Boston (men):								
Cutters (sheet stock), .	hour	.37½	18.00	-	-	8	48	-
Finishers (blank work), .	hour	.41½	20.00	-	-	8	48	-
Finishers (printed work), .	hour	.50	24.00	-	-	8	48	-
Forwarders (extra job, blank work), .	hour	.41½	20.00	-	-	8	48	-
Forwarders (stock, blank work), .	hour	.37½	18.00	-	-	8	48	-
Forwarders (printed work), .	hour	.43¾	21.00	-	-	8	48	-
Paper rulers,	week	{ 15.00 18.00	{ 15.00 18.00	{ .467½ .56¾ .75	{ .62½ -	-	48	12
Boston (women):								
Bindery work (forewomen), .	week	12.00	12.00	-	-	8	48	-
Bindery work (headgirls), .	week	11.00	11.00	-	-	8	48	-
Bindery machine feeders, .	week	8.00	8.00	-	-	8	48	-
Blankbook sewers,	week	10.00	10.00	-	-	8	48	-
Book wrappers,	week	7.00	7.00	-	-	8	48	-
Creasing machine operators, .	week	10.00	10.00	-	-	8	48	-
Gold layers (head),	week	9.00	9.00	-	-	8	48	-
Gold layers and sizers,	week	8.00	8.00	-	-	8	48	-
Goldlayers' apprentices (first year),	week	4.00	4.00	-	-	8	48	-
Goldlayers' apprentices (second year),	week	5.00	5.00	-	-	8	48	-
Pagers and numberers,	week	9.00	9.00	-	-	8	48	-
Ruling machine feeders,	week	8.00	8.00	-	-	8	48	-
Sewing machine feeders,	week	7.50	7.50	-	-	8	48	-
Thread sewers,	week	12.00	12.00	-	-	8	48	-
Cambridge:								
Cloth forwarders, hand,	week	{ 18.00- 20.00	{ 18.00- 20.00	{ .56¾- .62½- .83⅓	{ .75- .83⅓- -	{ 8½- 8½- -	48	12
Extra finishers, hand,	week	{ 20.00- 25.00	{ 20.00- 25.00	{ .62½- .78½- .1.04½	{ .83⅓- 1.00- -	{ 8½- 8½- -	48	12
Extra forwarders, hand,	week	{ 18.00- 24.00	{ 18.00- 24.00	{ .56¾- .75- .1.00	{ .75- .83⅓- -	{ 8½- 8½- -	48	12
Gilders,	week	{ 20.00- 24.00	{ 20.00- 24.00	{ .62½- .75- .1.00	{ .83⅓- .1.00- -	{ 8½- 8½- -	48	12
Machine operators,	week	{ 16.00- 22.00	{ 16.00- 22.00	{ .50- .68¾- .91½	{ .66⅔- .91½- -	{ 8½- 8½- -	48	12
Norwood:								
Bookbinders,	week	18.00	18.00	-	-	8½	48	12
Stampers,	week	20.00	20.00	-	-	8½	48	12
Boot and Shoe Workers.								
<i>Bottom Finishers.</i>								
Lynn,	hour	.40	21.60	-	-	-	54	12
Salem,	week	{ 9.00- 11.00	{ 9.00- 11.00	-	-	10	55	12
<i>Cleaners.</i>								
Chelsea,	week	7.00	7.00	-	-	9½	54	12

¹ When employed on Government work.

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Boot and Shoe Workers — Con.								
<i>Counter Workers.</i>								
Chelsea,	hour	\$0.14	\$7.00	—	—	9	50	12
<i>Cutters.</i>								
Boston,	hour	.42	21.10	\$0.63	—	9	50	12
Boston (trimming),	hour	.30	15.00	.45	—	9	50	12
Brockton (hand, outside),	hour	.36½	19.50	—	—	9	54	—
Brockton (hand, top),	hour	.30½	16.50	—	—	9	54	—
Chelsea,	hour	{ .35 .40	17.15 19.60	—	—	9	49	—
Easton,	day	3.25	19.50	—	—	9	54	—
Framingham,	day	3.00	18.00	—	—	9½	54	12
Haverhill (hand),	week	16.50	16.50	—	—	9	50	12
Haverhill (machine),	week	18.00	18.00	—	—	9	50	12
Lynn (toplift),	week	16.50	16.50	—	—	9	49	12
Marlborough,	day	{ 2.50 2.75	15.00 16.50	—	—	—	58	—
Middleborough,	day	3.25	19.50	—	—	9	54	3
Natick (upper),	week	16.50	16.50	—	—	10	59	—
New Bedford,	week	22.00	22.00	—	—	9	54	—
North Adams (hand),	week	18.00	18.00	—	—	9	54	18
North Adams (heel),	week	12.00	12.00	.22½	—	9	54	15
North Adams (machine),	week	{ 13.50 19.50	13.50 19.50	.25	—	9	54	15
Whitman (hand, outside),	day	3.25	19.50	—	—	9	54	—
Whitman (hand, top),	day	2.75	16.50	—	—	9	54	—
Whitman (insoles),	day	2.60	15.60	—	—	9	54	—
Whitman (outsoles),	day	3.00	18.00	—	—	9	54	—
<i>Cutters' Apprentices.</i>								
Brockton (first class),	day	{ 22.75 3.00	16.50 18.00	—	—	9	54	—
Brockton (second class),	day	{ 22.25 2.50	13.50 15.00	—	—	9	54	—
<i>Dressers.</i>								
Whitman,	day	1.75	10.50	—	—	9	54	—
<i>Finishers.</i>								
North Adams,	day	{ 1.50– 2.00	9.00– 12.00	—	—	9	54	16
Whitman,	day	2.75	16.50	—	—	9	54	—
<i>Heel Seat Pounders.</i>								
New Bedford,	day	1.50	9.00	—	—	9	54	—
<i>Ironers.</i>								
Chelsea,	week	{ 9.00 10.00	9.00 10.00	—	—	9½	54	12
Lynn,	hour	.33½	18.33½	—	—	10	55	12
New Bedford,	day	1.50	9.00	—	—	9	54	—
Salem,	day	3.00	18.00	—	—	10	55	12
<i>Lasters.</i>								
North Adams,	hour	.25	13.50	.25	\$0.25	9	54	4
<i>Lasting Machine Operators.</i>								
Lynn,	hour	.40	19.60	—	—	9	49	12
<i>Levellers.</i>								
Lynn,	hour	.40	21.60	—	—	—	54	12
<i>Nailers and Heelers.</i>								
Lynn,	week	15.00	15.00	—	—	10	55	12

¹ Time made up on five days during months half-holiday is in force.² Lower rate paid for first six months' service and higher rate for second six months.

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Boot and Shoe Workers								
—Con.								
<i>Packers.</i>								
Lynn,	hour	\$0.19 6.00-	\$10.26 6.00-	—	—	10	54	12
North Adams,	week	{ 9.00 1.50	{ 9.00 9.00	—	—	9	54	16
Whitman,	day			—	—	9	54	—
<i>Pasters.</i>								
Chelsea,	hour	.12	6.00	—	—	9	50	12
<i>Repairers.</i>								
Lynn,	hour	.19 1.75-	10.26 10.50-	—	—	10	54	12
Whitman,	day	{ 2.50	{ 15.00	—	—	9	54	—
<i>Shavers.</i>								
Chelsea,	day	3.50	21.00	—	—	9	54	—
<i>Skivers.</i>								
Brockton,	day	{ 2.25 2.50 2.75	{ 13.50 15.00 16.50	—	—	9	54	3
Whitman (inside),	day	{ 2.25 2.50	{ 13.50 15.00	—	—	9	54	—
Whitman (outside),	day	2.75	16.50	—	—	9	54	—
<i>Sluggers.</i>								
Chelsea,	day	4.20	25.20	—	—	9	54	—
<i>Sole Channellers.</i>								
North Adams,	week	15.00	15.00	\$0.27½	—	9	54	15
<i>Sole Sorters.</i>								
Haverhill,	week	15.00	15.00	—	—	10	55	12
North Adams,	week	15.00	15.00	.27½	—	9	54	15
<i>Sorters.</i>								
Brockton,	day	3.25	19.50	—	—	9	54	—
<i>Stitchers.</i>								
Marlborough,	day	{ 1.75 2.00	{ 10.50 12.00	—	—	—	58	—
Natick,	week	12.00	12.00	—	—	—	54	—
New Bedford,	week	14.00	14.00	—	—	9	54	—
<i>Stockfitters.</i>								
Beverly,	day	2.00	12.00	—	—	10	55	12
Danvers,	day	2.00	12.00	—	—	—	55	—
Salem,	day	2.00	12.00	—	—	—	55	—
<i>Tackers.</i>								
Chelsea,	hour	.17	8.50	—	—	9	50	12
North Adams (heels),	week	9.00	9.00	.16½	—	9	54	15
<i>Tip Fixers.</i>								
Chelsea,	week	{ 7.00- 10.00	{ 7.00- 10.00	—	—	9½	54	12
<i>Treeers.</i>								
Brookton,	hour	{ .28- .30	{ 15.12- 16.20	—	—	9	54	—
Lynn,	hour	{ .33½	{ 18.33½	—	—	10	55	12
Marlborough,	day	{ 2.25 2.50	{ 13.50 15.00	—	—	—	58	—
Whitman,	day	2.70	16.20	—	—	9	54	—

¹ Time made up on five days while half-holiday is in force.

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Bottlers and Drivers.								
<i>Bottlers and Machine Operators.</i>								
Boston,	week	\$15.50	\$15.50	\$0.40	\$0.40	{ 18	148	
Fall River,	week	12.00	12.00	.30	.30	9	54	
Lawrence,	week	14.00	14.00	.35	.52	9	54	
Lowell,	week	15.50	15.50	.40	.40	8	48	
New Bedford,	week	12.00	12.00	.30	—	9	54	
Pittsfield,	week	13.50	13.50	.50	.50	9	54	
Springfield,	week	15.00	15.00	.40	.40	8	48	
Worcester,	week	17.00	17.00	.50	.63	9	54	
<i>Bottlers' Helpers.</i>								
Lawrence,	week	13.00	13.00	.35	.48	9	54	
Springfield,	week	13.00	13.00	.40	.40	8	48	
Worcester,	week	15.00	15.00	.50	.55 $\frac{1}{2}$	9	54	
<i>Bottlers (Packers).</i>								
Boston,	week	14.50	14.50	.40	.40	{ 18	148	
						9	54	
<i>Chaufeurs.</i>								
Lawrence (large truck),	week	15.00	15.00	.35	.55 $\frac{1}{2}$	9	54	
Lawrence (light truck),	week	14.00	14.00	.35	.52 $\frac{1}{2}$	9	54	
<i>Drivers.</i>								
Boston,	week	16.50	16.50	.40	.40	9	54	
Fall River,	week	14.00	14.00	.30	.30	9	54	
Lowell,	week	18.00	18.00	.40	.40	8	48	
Pittsfield,	week	16.00	16.00	—	—	9	54	
Springfield,	week	15.00	15.00	.40	.40	8	48	
Worcester,	week	18.00	18.00	.50	.66 $\frac{2}{3}$	9	54	
<i>Drivers (One-Horse).</i>								
Lawrence,	week	14.00	14.00	.35	.52	9	54	
<i>Drivers (Two-Horse).</i>								
Lawrence,	week	16.00	16.00	.35	.59 $\frac{1}{2}$	9	54	
<i>Drivers' Helpers.</i>								
Boston,	week	13.50	13.50	.40	.40	9	54	
Fall River,	week	12.00	12.00	.30	.30	9	54	
Lawrence (two-horse),	week	14.00	14.00	.35	.52	9	54	
Lowell,	week	15.00	15.00	.40	.40	8	48	
Worcester,	week	14.00	14.00	.50	.52	9	54	
Worcester (large package),	week	16.00	16.00	.50	.59 $\frac{1}{2}$	9	54	
<i>Floor Men.</i>								
Lowell,	week	13.50	13.50	.40	.40	8	48	
<i>General Workers.</i>								
Boston,	week	13.50	13.50	.40	.40	{ 18	148	
						9	54	
<i>Labelers (Hand).</i>								
Worcester,	week	10.00	10.00	.50	.37	9	54	
<i>Stablemen.</i>								
Lawrence,	week	14.00	14.00	.35	.52	9	54	
Lowell,	week	18.00	18.00	.40	.40	8	48	
Worcester,	week	15.00	15.00	.50	.55 $\frac{1}{2}$	9	54	

¹ Work 48 hours six months of year and 54 hours six months.² Work 53 hours six months of year and 54 hours six months.

TABLE 9.—*Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday & Half-holiday in Effect
Brass Molders. (See <i>Molders.</i>)								
Brewery Workmen.								
<i>Brewers.</i>								
Boston (first men), . . .	week	\$19.00	\$19.00	.50	.50	8	48	-
Boston, . . .	week	17.00	17.00	.50	.50	8	48	-
Boston (machine operators), .	week	15.50	15.50	.40	.40	8	48	-
Boston (packers), . . .	week	15.50	15.50	.40	.40	8	48	-
Fall River, . . .	week	{ 15.00 19.00	{ 15.00 19.00	.50	.50	8	48	-
Lawrence, . . .	week	{ 17.00 20.00	{ 17.00 20.00	.50	.50	8	48	-
Lowell (first men), . . .	week	18.00	18.00	.50	.50	8	48	-
New Bedford (foremen), . . .	week	19.00	19.00	-	-	9	54	-
Pittsfield, . . .	week	{ 19.00 20.00	{ 19.00 20.00	.50	.50	8	48	-
Worcester, . . .	week	{ 17.00- 22.00	{ 17.00- 22.00	.50	.50	9	54	-
<i>Cellar Men.</i>								
Boston (first men), . . .	week	19.00	19.00	.50	.50	8	48	-
Boston, . . .	week	17.00	17.00	.50	.50	8	48	-
Holyoke, . . .	week	19.00	19.00	.50	.50	8	48	-
Lowell, . . .	week	18.00	18.00	.50	.50	8	48	-
New Bedford (first men), . .	week	20.00	20.00	.50	.50	{ 8- 9	{ 48- 54	{ -
<i>Coopers.</i>								
Boston, . . .	week	24.00	24.00	-	-	8	48	-
Springfield, . . .	week	19.50	19.50	-	-	8	48	-
Worcester, . . .	week	24.00	24.00	.75	1.00	8	48	-
<i>Engineers.</i>								
Fall River, . . .	week	{ 19.00- 26.00	{ 19.00- 26.00	-	-	8	56	-
Lawrence, . . .	week	{ 22.00- 24.00	{ 22.00- 24.00	.50	.50	8	56	-
New Bedford (assistant), . .	week	21.00	21.00	-	-	9	54	-
Springfield, . . .	week	21.00	21.00	-	-	8	56	-
Worcester, . . .	week	21.00	21.00	-	-	8	56	-
<i>Fermenting Room Men.</i>								
Boston (first men), . . .	week	19.00	19.00	.50	.50	8	48	-
Boston, . . .	week	17.00	17.00	.50	.50	8	48	-
Holyoke, . . .	week	19.83	19.83	.50	.50	8	52	-
New Bedford, . . .	week	{ 18.00- 20.00	{ 18.00- 20.00	.50	.50	{ 8- 9	{ 48- 54	{ -
<i>Firemen.</i>								
Boston, . . .	week	20.00	20.00	-	.83 $\frac{1}{3}$	8	48	-
Lawrence, . . .	week	19.00	19.00	.50	.50	8	56	-
New Bedford, . . .	week	18.00	18.00	-	-	9	54	-
Springfield, . . .	week	18.00	18.00	-	-	8	56	-
<i>Floormen.</i>								
Boston, . . .	week	18.00	18.00	.50	.50	9	54	-
<i>Kettlemen.</i>								
Boston, . . .	week	16.00	16.00	-	-	9	54	-
Holyoke (first men), . . .	week	19.00	19.00	.50	.50	8	48	-
Holyoke (second men), . . .	week	17.00	17.00	.50	.50	8	48	-
Lawrence, . . .	week	{ 16.00 17.00	{ 16.00 17.00	-	-	8	48	-
New Bedford (first men), . .	week	20.00	20.00	.50	.50	{ 8- 9	{ 48- 54	{ -

TABLE 9.—*Union Scale of Wages and Hours of Labor: By Occupations and Municipalities*—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Brewery Workmen — Con.								
<i>Stablemen.</i>								
Boston (first men),	week	\$17.50	\$17.50	.50	.50	9	54	—
Boston,	week	16.00	16.00	.50	.50	9	54	—
Lawrence,	week	17.00	17.00	.50	.50	9	54½	—
<i>Teamsters.</i>								
Boston (depot),	week	17.50	17.50	.50	.50	9	54	—
Boston (route),	week	18.50	18.50	.50	.50	9	54	—
Lawrence,	week	{ 18.00- 20.00	{ 18.00- 20.00	.50	.50	8	48	—
New Bedford,	week	18.00	18.00	.50	.50	9	54	—
Springfield,	week	{ 16.00- 19.00	{ 16.00- 19.00	-	-	8	48	—
Worcester,	week	19.00	19.00	-	-	9	54	—
<i>Teamsters' Helpers.</i>								
Boston,	week	15.50	15.50	.50	.50	9	54	—
Lawrence,	week	16.00	16.00	.50	.50	8	48	—
New Bedford,	week	16.00	16.00	.50	.50	9	54	—
Worcester,	week	17.00	17.00	.50	.50	9	54	—
<i>Washhouse Men.</i>								
Boston (first men),	week	19.00	19.00	.50	.50	8	48	—
Boston,	week	17.00	17.00	.50	.50	8	48	—
Holyoke,	week	16.00	16.00	.50	.50	8	48	—
Lawrence,	week	{ 17.00 18.50	{ 17.00 18.50	-	-	8	48	—
Lowell,	week	17.00	17.00	.50	.50	8	48	—
New Bedford (first men), . .	week	19.00	19.00	.50	.50	{ 8- 9	{ 48- 54	{ —
<i>Watchmen.</i>								
New Bedford,	week	18.00	18.00	-	-	9	54	—
<i>Miscellaneous Employees.</i>								
Boston,	week	{ 13.50 18.00	{ 13.50 18.00	.40	.40	8- 9	{ 48- 54	{ —
New Bedford,	week	17.50	17.50	.50	.50	{ 8- 9	{ 48- 54	{ —
<i>Bricklayers.</i>								
(See Building Trades.)								
<i>Bridge and Structural Iron Workers.</i>								
(See Building Trades.)								
<i>Buffers.</i>								
(See Metal Polishers.)								
<i>Building Laborers.</i>								
(See Building Trades.)								

TABLE 9.—*Union Scale of Wages and Hours of Labor: By Occupations and Municipalities*—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES.				HOURS OF LABOR		
	Hour	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half- holiday in Effect
BUILDING TRADES.							
BRICKLAYERS.							
Attleborough,	\$0.55	\$24.20	—	\$1.10	8	44	12
Belmont, . . . . .	.65	28.60	\$1.30	1.30	8	44	12
Beverly, . . . . .	.60	26.40	.90	1.20	8	44	12
Brockton, . . . . .	.60	26.40	1.20	1.20	8	44	12
Cambridge, . . . . .	.65	28.60	1.30	1.30	8	44	12
Clinton, . . . . .	.55	26.40	—	—	8	48	—
Concord, . . . . .	.65	28.60	1.30	1.30	8	44	12
Fall River, . . . . .	.55	26.40	.82½	.82½	8	48	—
Fitchburg, . . . . .	.60	28.80	.90	1.20	8	48	—
Framingham, . . . . .	.60	26.40	.90	1.20	8	44	12
Gardner, . . . . .	.55	26.40	.82½	1.10	8	48	—
Gloucester, . . . . .	.50	24.00	.75	1.00	8	48	—
Great Barrington, . . . . .	.56½	27.00	1.12½	1.12½	8	48	—
Greenfield, . . . . .	.50	24.00	.75	1.00	8	48	—
Haverhill, . . . . .	.60	28.80	.90	1.20	8	48	3
Holyoke, . . . . .	.62½	27.50	.81¼	.81¼	8	44	12
Lawrence, . . . . .	.60	26.40	1.20	1.20	8	44	12
Lenox, . . . . .	.56½	24.75	.84¾	1.12½	8	44	12
Leominster, . . . . .	.60	28.80	.90	1.20	8	48	—
Lexington, . . . . .	.65	28.60	1.30	1.30	8	44	12
Lincoln, . . . . .	.65	28.60	1.30	1.30	8	44	12
Lowell, . . . . .	.60	26.40	1.20	1.20	8	44	12
Lynn, . . . . .	.60	26.40	.90	1.20	8	44	12
Marlborough, . . . . .	.60	26.40	.90	1.20	8	44	12
New Bedford, . . . . .	.60	26.40	.90	1.20	8	44	12
Newburyport, . . . . .	.50	24.00	.75	.75	8	48	—
Newton, . . . . .	.60	26.40	—	—	8	44	12
North Adams, . . . . .	.56½	27.00	1.12½	1.12½	8	48	—
Northampton, . . . . .	.56½	27.00	1.12½	1.12½	8	48	—
Pittsfield, . . . . .	.62½	27.50	1.25	1.25	8	44	12
Plymouth, . . . . .	.55	24.20	.82½	1.10	8	44	12
Quincy, . . . . .	.65	28.60	.97½	1.30	8	44	12
Salem, . . . . .	.65	31.20	—	1.30	8	48	5
Springfield, . . . . .	.60	26.40	1.20	1.20	8	44	12
Taunton, . . . . .	.55	26.40	.82½	1.10	8	48	—
Waltham, . . . . .	.65	28.60	.97½	1.30	8	44	12
Watertown, . . . . .	.65	28.60	1.30	1.30	8	44	12
Wayland, . . . . .	.65	28.60	1.30	1.30	8	44	12
Webster, . . . . .	.43¾	21.00	—	—	8	48	—
Westfield, . . . . .	.55	26.40	—	—	8	48	—
Weston, . . . . .	.65	28.60	1.30	1.30	8	44	12
Woburn, . . . . .	.60	26.40	1.20	1.20	8	44	12
Worcester, . . . . .	.60	28.80	.90	1.20	8	48	5
BRIDGE AND STRUCTURAL IRON WORKERS.							
Boston, . . . . .	.56½	24.75	.84¾	1.12½	8	44	12
Worcester, . . . . .	.56½	27.00	.84¾	1.12½	8	48	4
<i>Helpers.</i>							
Boston, . . . . .	.42	18.48	.63	.84	8	44	12
Worcester, . . . . .	.42	20.16	.63	.84	8	48	4
BUILDING LABORERS.							
Attleborough, . . . . .	.25	12.00	—	—	8	48	—
Boston (English), . . . . .	.35	16.80	.52½	.70	8	48	7
Boston (Italian), . . . . .	.35	16.80	.52½	.70	8	48	—
Brockton, . . . . .	.38	16.72	.76	.76	8	44	12
Brookline, . . . . .	.35	15.40	—	—	8	44	12
Cambridge, . . . . .	.35	15.40	.52½	.52½	8	44	12
Easthampton, . . . . .	.37½	18.00	.75	.75	8	48	—
Haverhill, . . . . .	.31½	15.00	—	—	8	48	—

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES				HOURS OF LABOR		
	Hour	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half- holiday in Effect
BUILDING LABORERS — Con.							
Lawrence,	\$0.37½	\$16.50	\$0.75	\$0.75	8	44	12
Lowell,	.30	13.20	.45	.60	8	44	12
Lynn,	.33	14.52	.49½	.66	8	44	12
Newton,	.40	17.60	.80	.80	8	44	12
North Adams,	.35	15.40	.52½	.70	8	44	12
Northampton,	.35	13.50	—	—	8	48	—
Pittsfield,	.35	16.80	—	—	8	48	—
Quincy,	.35	15.40	.52½	.70	8	44	12
Quincy,	.38	16.72	—	—	9	54	—
Salem,	.37½	18.00	.56½	.75	8	48	6
Sharon,	.25	13.50	.37½	.50	9	54	—
Springfield,	.35	15.40	.70	.70	8	44	12
Taunton,	.37½	16.50	.75	.75	8	48	—
Waltham,	.25	12.00	—	—	8	44	12
Worcester,	.35	15.40	—	—	8	48	6
Worcester,	.35	16.80	.52½	.70	8	48	6
<i>Cement and Asphalt Workers.</i>							
Boston (helpers),	.45	21.60	.67½	.90	8	48	—
Boston (laborers),	.35	16.80	.52½	.70	8	48	—
Lynn (helpers),	.32½	14.30	.48¾	.48¾	8	44	12
Lynn (laborers),	.25	11.00	.37½	.37½	8	44	12
<i>Excavators.</i>							
Boston (English),	.30	13.20	—	—	8	44	12
Boston (Italian),	.30	14.40	—	—	8	48	—
<i>Mason Tenders.</i>							
Boston (English),	.35	15.40	—	—	8	44	12
Boston (Italian),	.35	15.40	—	—	8	44	12
Brookton,	.32½	15.40	.64½	.64½	8	48	5
Holyoke,	.37½	16.50	.75	.75	8	44	12
Lawrence,	.28½	12.38	.56½	.56½	8	44	12
Lynn,	.37½	16.50	.75	.75	8	44	12
Westfield,	.31½	15.00	—	—	8	48	—
<i>Plasterers' Tenders.</i>							
Boston,	.40	17.60	.80	—	8	44	12
Haverhill,	.31½	15.00	—	—	8	48	—
Lawrence,	.37½	16.50	.75	.75	8	44	12
Lynn,	.40	17.60	.80	.80	8	44	12
Somerville,	.40	17.60	—	—	8	44	12
CABLE SPLICERS.							
Boston (head cablemen),	.47½	25.80	.71½	.71½	9	54	1 4
Boston,	.44½	24.00	.66½	.66½	9	54	1 4
Boston (apprentices),	.17	9.18	.25½	.25½	9	54	—
Boston (helpers),	.22-	11.88-	.33-	.33-	9	54	—
	.30	16.20	.45	.45			
CARPENTERS.							
<i>House Carpenters.</i>							
Adams,	.42	20.16	.63	.84	8	48	—
Amesbury,	.34½	16.50	—	—	8	48	—
Amherst,	.31½	15.00	.31½	.31½	8	48	—
Andover,	.34½	16.50	.34½	.34½	8	48	—
Arlington,	.35	16.80	.52½	.70	8	48	—
Athol,	.47½	21.01	.95½	.95½	8	44	12
Attleborough,	.34½	16.50	.51½	.51½	8	48	—
	.40½	19.50	.81½	.81½	8	48	—
	.38	18.24	—	—	8	48	—

¹ Time made up during the week for four summer months.

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES				HOURS OF LABOR		
	Hour	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half- holiday in Effect
CARPENTERS — Con.							
House Carpenters — Con.							
Beverly,	\$0.47 ³ / ₄	\$21.01	—	—	8	44	12
Boston, . . . . .	.50	22.00	\$1.00	\$1.00	8	44	12
Braintree, . . . . .	.50	22.00	.75	1.00	8	44	12
Bridgewater, . . . . .	.47 ³ / ₄	21.01	.71 ⁵ / ₈	.95 ¹ / ₂	8	44	12
Brockton, . . . . .	.50	22.00	{ 1.75	1.00	8	44	12
Brookline, . . . . .	.50	22.00	1.00	1.00	8	44	12
Cambridge, . . . . .	.50	22.00	1.00	1.00	8	44	12
Canton, . . . . .	.47 ³ / ₄	21.01	.95 ¹ / ₂	.95 ¹ / ₂	8	44	12
Chelsea, . . . . .	.50	22.00	—	—	8	44	12
Chicopee, . . . . .	.44 ¹ / ₃	19.50	.66 ¹ / ₂	.88 ² / ₃	8	44	12
Clinton, . . . . .	.47 ³ / ₄	21.01	.71 ⁵ / ₈	.95 ¹ / ₂	8	44	12
Cohasset, . . . . .	.50	22.00	.75	1.00	8	44	12
Concord, . . . . .	.44 ⁸ / ₁₁	19.68	.67 ¹ / ₁₁	.89 ⁵ / ₁₁	8	44	12
Danvers, . . . . .	.41	18.04	.61 ¹ / ₂	.82	8	44	12
Dedham, . . . . .	.47 ³ / ₄	21.01	.71 ⁵ / ₈	.95 ¹ / ₂	8	44	12
Easthampton, . . . . .	.37 ¹ / ₂	18.00	—	—	8	48	—
Easton, . . . . .	.50	22.00	.75	1.00	8	44	12
Essex, . . . . .	.41	19.68	.61 ¹ / ₂	{ 1.23	8	48	6
Everett, . . . . .	.50	22.00	1.00	1.00	8	44	12
Fall River, . . . . .	.42	20.16	.63	.84	8	48	—
Fitchburg, . . . . .	.41	19.68	.61 ¹ / ₂	.82	8	48	—
Foxborough, . . . . .	.35	16.80	—	—	8	48	—
Gardner,	{ .35	16.80	.52 ¹ / ₂	.70	8	48	—
Gloucester, . . . . .	.47 ³ / ₄	21.01	.71 ⁵ / ₈	{ 2.95 ¹ / ₂	8	44	12
Great Barrington, . . . . .	.42	20.16	.63	.84	8	48	—
Greenfield, . . . . .	.37 ¹ / ₂	18.00	.56 ¹ / ₄	.75	8	48	—
Hamilton, . . . . .	.47 ³ / ₄	21.01	{ 4.71 ⁵ / ₈	{ 5.95 ¹ / ₂	8	44	12
Haverhill, . . . . .	.41	19.68	.61 ¹ / ₂	.82	8	48	—
Hingham, . . . . .	.50	22.00	.75	1.00	8	44	12
Holyoke, . . . . .	.41	18.04	.63	.82	8	44	12
Hudson, . . . . .	.33 ¹ / ₃	18.00	.50	.66 ² / ₃	9	54	—
Hull, . . . . .	.50	22.00	1.00	1.00	8	44	12
Ipswich, . . . . .	.41	18.04	.61 ¹ / ₂	.82	8	44	12
Lawrence, . . . . .	.41	18.04	.61 ¹ / ₂	.82	8	44	12
Lee, . . . . .	.42	20.16	—	—	8	48	—
Lenox, . . . . .	.42	20.16	—	—	8	48	—
Leominster, . . . . .	.41	19.68	.61 ¹ / ₂	.82	8	48	—
Lowell, . . . . .	.45	19.80	.67 ¹ / ₂	.90	8	44	12
Lynn, . . . . .	.47 ³ / ₄	21.01	.71 ⁵ / ₈	.95 ¹ / ₂	8	44	12
Malden, . . . . .	.50	22.00	—	—	8	44	12
Manchester, . . . . .	.47 ³ / ₄	21.01	.95 ¹ / ₂	.95 ¹ / ₂	8	44	12
Mansfield, . . . . .	.41	19.68	.61 ¹ / ₂	.82	8	48	4
Marblehead, . . . . .	.47 ³ / ₄	21.01	—	—	8	44	12
Marion, . . . . .	.41	19.68	.61 ¹ / ₂	.61 ¹ / ₂	8	48	—
Marlborough, . . . . .	.45	19.80	.67 ¹ / ₂	.90	8	44	12
Maynard,	{ .31 ¹ / ₄	13.75	.46 ⁷ / ₈	.46 ⁷ / ₈	8	44	12
Medford, . . . . .	.34 ³ / ₈	15.12 ¹ / ₂	.51 ¹ / ₂	.51 ¹ / ₂	8	44	12
Melrose, . . . . .	.50	22.00	—	—	8	44	12
Methuen, . . . . .	.47 ³ / ₄	21.01	.71 ⁵ / ₈	.95 ¹ / ₂	8	44	12
Middleborough, . . . . .	.41	18.04	.61 ¹ / ₂	.82	8	44	12
Milford, . . . . .	.45	19.80	.67 ¹ / ₂	.90	8	44	12
Milton, . . . . .	.50	22.00	—	—	8	44	12
Nahant, . . . . .	.50	22.00	.75	1.00	8	44	12
Natick, . . . . .	.50	22.00	1.00	1.00	8	44	12

¹ Time and one-half from 5 P.M. to 10 P.M. and double time from 10 P.M. to 7 A.M.² On holidays, 82 cents, on Sundays and Labor Day, \$1.23.³ Double time holidays, triple time Sundays.⁴ Time and one-half before 10 P.M., double time thereafter.⁵ Double time holidays, triple time Sundays, no work on Labor Day.⁶ Saturday half-holiday granted in some instances if time is made up on other days.

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES				HOURS OF LABOR		
	Hour	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half- holiday in Effect
CARPENTERS — Con.							
House Carpenters—Con.							
Needham,	\$0.50	\$22.00	\$0.75	\$1.00	8	44	12
New Bedford, . . . . .	.42	20.16	.63	.84	8	48	—
Newburyport, . . . . .	.40	18.80	.60	.80	8½	47	12
Newton, . . . . .	.50	22.00	1.00	1.00	8	44	12
North Adams, . . . . .	.42	20.16	—	—	8	48	—
Northampton, . . . . .	.40½	19.50	.61	.81½	8	48	—
North Attleborough, . . . . .	.41	18.04	.61½	.82	8	44	12
Norwood, . . . . .	.47½	21.01	.95½	.95½	8	44	12
Pittsfield, . . . . .	.44½	19.50	.66½	.88½	8	44	12
Plymouth, . . . . .	.43¾	21.00	.65½	.87½	8	48	—
Quiney, . . . . .	.50	22.00	1.00	1.00	8	44	12
Randolph, . . . . .	.45	19.80	.67½	.67½	8	44	12
Reading, . . . . .	.25-	12.00-	.37½-	.50-	8	{ 44	10
	.47¾	22.92	.71½	.95½		{ 48	—
Revere, . . . . .	.50	22.00	1.00	1.00	8	44	12
Rockland, . . . . .	.50	22.00	.75	1.00	8	44	12
Salem, . . . . .	.47¾	21.01	.71½	.95½	8	44	12
Saugus, . . . . .	.50	22.00	.75	1.00	8	44	12
Sharon, . . . . .	.47¾	21.01	.71½	.95½	8	44	12
Somerville, . . . . .	.50	22.00	1.00	1.00	8	44	12
Southbridge,	{ .34½-	16.50-	—	—	8	48	—
	.43¾	21.00	—	—			
South Framingham, . . . . .	.45	19.80	—	—	8	44	12
Springfield, . . . . .	.44½	19.50	.66½	.88½	8	44	12
Stoneham, . . . . .	.47¾	21.01	.71½	.95½	8	44	12
Stoughton, . . . . .	.50	22.00	.75	1.00	8	44	12
Taunton, . . . . .	.37½	18.00	—	—	8	48	—
Wakefield, . . . . .	.47¾	21.01	.71½	.95½	8	44	12
Walpole, . . . . .	.47¾	21.01	.71½	.71½	8	44	12
Waltham, . . . . .	.50	22.00	1.00	1.00	8	44	12
Ware,	{ .31¼-	15.00-	.46½	.46½	8	48	—
	.34½	16.50	.51½	.51½			
Wareham, . . . . .	.41	19.68	.61½	.61½	8	48	—
Webster, . . . . .	.34½	16.50	—	—	8	48	—
Wenham, . . . . .	.47¾	21.01	{ 1.71½	{ 2.95½	8	44	12
			.95½	1.43½			
Westborough,	{ .37½	18.00	—	—	8	48	—
	.40	19.20	—	—			
Westfield, . . . . .	.41	19.68	.82	.82	8	48	6
Whitman, . . . . .	.50	22.00	.75	1.00	8	44	12
Williamstown, . . . . .	.43¾	21.01	.65½	.87½	8	48	—
Winchester, . . . . .	.47¾	21.01	{ 3.71½	{ .95½	8	44	12
			.95½				
Winthrop, . . . . .	.50	22.00	1.00	1.00	8	44	12
Worcester, . . . . .	.47¾	21.01	.71½	.95½	8	44	12
Floorlayers.							
Boston, . . . . .	.50	22.00	1.00	1.00	8	44	12
Stairbuilders.							
Boston, . . . . .	.50	22.00	1.00	1.00	8	44	12
Wharf and Bridge Carpenters.							
Boston,	{ .37½	16.50	.75	.75	8	44	12
	.43¾	19.50	.87½	.87½			
Franklin, . . . . .	.27	16.20	.33½	.33½	10	60	—
Taunton,	{ .25	15.00	.25	.31½	10	60	—
	.27	16.20	.27	.33½			

¹ Time and one-half before 10 P.M., double time thereafter.² Double time holidays, triple time Sundays.³ Time and one-half from 5 P.M. to midnight, then double time.

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES				HOURS OF LABOR		
	Hour	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half- holiday in Effect
CEMENT WORKERS.							
<i>Finishers.</i>							
Boston,	\$0.60	\$26.40	\$0.90	\$1.20	8	44	12
Lynn, . . . . .	.60	26.40	.90	1.20	8	44	12
Worcester,	-	-	1 -	2 -	9	54	-
<i>Helpers.</i>							
Boston, . . . . .	.45	19.80	.67½	.90	8	44	12
Lynn, . . . . .	.45	19.80	.67½	.90	8	44	12
<i>Laborers.</i>							
Boston, . . . . .	.35	15.40	.52½	.70	8	44	12
Lynn, . . . . .	.35	15.40	.52½	.70	8	44	12
DECORATORS.							
Amherst, . . . . .	.27½	15.00	-	-	9	54	-
Attleborough, . . . . .	.43¾	19.25	.65½	.65½	8	44	12
Boston, . . . . .	.55	24.20	1.10	1.10	8	44	12
Brockton, . . . . .	.47	20.68	.94	.94	8	44	12
Brookline, . . . . .	.55	24.20	1.10	1.10	8	44	12
Cambridge, . . . . .	.41	18.04	.82	.82	8	44	12
Canton, . . . . .	.35	16.80	-	-	8	48	-
Chelsea, . . . . .	.62½	22.50	1.25	1.25	8	44	12
Clinton, . . . . .	.37½	18.00	.56½	.75	8	48	-
Concord, . . . . .	.41	18.04	.61½	.82	8	44	12
Fall River, . . . . .	.45	19.80	.67½	.90	8	44	12
Great Barrington, . . . . .	.40½	19.50	.61	.81½	8	48	-
Lowell, . . . . .	.34½	16.50	.51½	.65½	8	48	-
Lynn, . . . . .	.45	19.80	.67½	.90	8	44	12
Malden,	{ .37½ -	16.50 -	.75 -	.75 -	8	44	12
Manchester, . . . . .	.41	18.04	.82	.82	8	44	12
Marlborough, . . . . .	.37½	18.00	-	-	8	48	-
Medford, . . . . .	.45	21.60	-	-	8	48	3
Milford, . . . . .	.35	16.80	.52½	.70	8	48	-
New Bedford, . . . . .	.43¾	19.25	.65½	.87½	8	44	12
New Bedford (gilders), . . . . .	.40½	17.87½	.61	.81½	8	44	12
New Bedford (glaziers), . . . . .	.37½	16.50	.56½	.75	8	44	12
New Bedford (grainers), . . . . .	.43¾	19.25	.65½	.87½	8	44	12
Newton, . . . . .	.37½	18.00	-	-	8	48	-
North Adams, . . . . .	.37½	16.50	.56½	.75	8	44	12
Pittsfield, . . . . .	.40½	19.50	.81½	.81½	8	48	-
Plymouth, . . . . .	.31¼	15.00	-	-	8	48	-
Quiney, . . . . .	.41	18.04	.61½	.61½	8	44	12
Rockland, . . . . .	.34½	16.50	-	-	8	48	-
Salem, . . . . .	.41	18.04	.61½	.82	8	44	12
Somerville, . . . . .	.37½	18.00	-	-	8	48	-
Springfield, . . . . .	.41	18.04	-	-	8	44	12
Taunton, . . . . .	.37½	18.00	-	-	8	48	-
Webster, . . . . .	.28½	13.50	-	-	8	48	-
Wellesley, . . . . .	.32	14.08	.48	.48	8	44	12
Westborough, . . . . .	.34½	16.50	.68½	.68½	8	48	4
Westfield, . . . . .	.37½	18.00	.56½	.75	8	48	-
Worcester, . . . . .	.43½	19.20	.65½	.87½	8	44	12
ELECTRICAL WORKERS.							
<i>Inside Wiremen.</i>							
Beverly, . . . . .	.46	20.24	.69	.92	8	44	12
Boston, . . . . .	.55	24.20	-	-	8	44	12
Brockton, . . . . .	.50	22.00	.75	1.00	8	44	12
Fall River, . . . . .	.37½	18.00	.56½	.75	8	48	-
Haverhill, . . . . .	.37½	18.00	.56½	.75	8	48	5
Holyoke, . . . . .	.37½	18.00	-	-	8	48	-
Lowell, . . . . .	.31¼	15.00	.46½	.46½	8	48	-
Lowell (mill workers), . . . . .	.25	13.50	.31½	.31½	9½	54	12

¹ Regular rate.² Time and one-half.

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES				HOURS OF LABOR		
	Hour	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half- holiday in Effect
ELECTRICAL WORKERS—Con.							
Inside Wiremen—Con.							
Lynn,	\$0.43 ³ / ₄	\$19.47	\$0.65 ⁵ / ₈	\$0.87 ¹ / ₂	8	44 ¹ / ₂	12
Marlborough, . . . . .	.40	19.20	—	—	8	48	3
New Bedford, . . . . .	.45 ² / ₃	19.21	.65 ¹ / ₂	.87 ¹ / ₃	8	44	12
North Adams,	{ .37 ¹ / ₂ .43 ³ / ₄	18.00- 21.00	{ .56 ¹ / ₂ .65 ⁵ / ₈	{ .75- .87 ¹ / ₂	{ 8	48	—
Pittsfield, . . . . .	.43 ³ / ₄	21.00	{ 1.65 ⁵ / ₈ .87 ¹ / ₂	{ .87 ¹ / ₂	8	48	5
Quincy, . . . . .	.45	19.80	.90	.90	8	44	12
Salem, . . . . .	.46	20.24	{ .79 .92	{ .92	8	44	12
Springfield, . . . . .	.43	18.92	{ .64 ¹ / ₂ .86	{ .86	8	44	12
Worcester, . . . . .	.42 ¹ / ₂	20.40	.63 ³ / ₄	.85	8	48	3
Inside Wiremen's Helpers.							
Boston, . . . . .	.25	11.00	.50	.50	8	44	12
Fall River, . . . . .	.25	12.00	.37 ¹ / ₂	.50	8	48	—
Pittsfield,	—	13.50	—	—	8	48	—
Salem, . . . . .	.25	11.00	{ 2.37 ¹ / ₂ .50	{ .50	8	44	12
Worcester, . . . . .	.25	12.00	—	—	8	48	—
Linemen.							
Boston,	{ .36 ¹ / ₂ .37 ¹ / ₂ .43 ³ / ₄	{ 18.00 19.50 20.25	{ 54 ¹ / ₆ .56 ¹ / ₄ .65 ⁵ / ₈	{ .54 ¹ / ₆ .56 ¹ / ₄ .65 ⁵ / ₈	{ 8 9	48 54	—
Fall River, . . . . .	.33 ¹ / ₃	18.00	.50	.66 ² / ₃	9	54	—
Lawrence,	—	16.50	—	—	9	54	.3
North Adams,	{ .22 ² / ₃ .33 ¹ / ₃	{ 12.00- 18.00	{ .33 ¹ / ₂ .50	{ .44 ¹ / ₀ .66 ² / ₃	{ 9	54	—
Springfield,	{ .27 ² / ₃ .33 ¹ / ₃	{ 15.00- 18.00	{ .41 ² / ₃ .50	{ .41 ² / ₃ .50	{ 9	54	—
Worcester, . . . . .	.31 ² / ₃	17.10	.31 ² / ₃	.47 ¹ / ₃	9	54	—
ELEVATOR CONSTRUCTORS.							
Boston, . . . . .	.56 ¹ / ₄	24.75	1.12 ¹ / ₂	1.12 ¹ / ₂	8	44	12
Helpers.							
Boston, . . . . .	.37 ¹ / ₂	16.50	.75	.75	8	44	12
GASFITTERS.							
Boston, . . . . .	.50	22.00	1.00	1.00	8	44	12
Brockton, . . . . .	.54	23.10	1.08	1.08	8	44	12
Gloucester, . . . . .	.40 ⁵ / ₈	19.50	.81 ¹ / ₄	.81 ¹ / ₄	8	48	3
Haverhill, . . . . .	.43 ³ / ₄	21.00	.87 ¹ / ₂	.87 ¹ / ₂	8	48	3
Lenox, . . . . .	.40 ⁵ / ₈	17.87 ¹ / ₂	.61	.81 ¹ / ₄	8	44	12
Natick, . . . . .	.50	22.00	1.00	1.00	8	44	12
Northampton,	{ .43 ³ / ₄ .45 ³ / ₄	{ 21.00 19.25-	{ .65 ⁵ / ₈ .65 ⁵ / ₈	{ .87 ¹ / ₂ .87 ¹ / ₂	{ 8	48	3
Pittsfield,	{ .43 ³ / ₄ .50	{ 22.00 18.00	{ .75 .55	{ 1.00 .55	{ 8	44	12
Quincy, . . . . .	.43 ³ / ₄	21.00	—	—	8	48	—
Springfield, . . . . .	.54 ¹ / ₂	23.98	1.09	1.09	8	44	12
HOISTING AND PORTABLE ENGINEERS.							
Boston,	{ .56 ⁹ / ₁₁ .33 ¹ / ₃	{ 25.00 21.00	{ .85 ¹ / ₂ .66 ² / ₃	{ 1.13 ¹ / ₂ .66 ² / ₃	{ 8	44	12
Holyoke,	—	—	—	—	9	63	—
Lawrence, . . . . .	.37 ¹ / ₂	18.00	.56 ¹ / ₄	.75	8	48	—
Lowell, . . . . .	.37 ¹ / ₂	18.00	.55	.55	8	48	—
Lynn, . . . . .	.38 ⁸ / ₉	21.00	.58 ¹ / ₃	.77 ² / ₉	9	54	6

¹ Time and one-half to 8 P.M., double time thereafter.² Time and one-half to 9 P.M., double time thereafter.³ For broken time 65 cents an hour.

TABLE 9.—*Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES				HOURS OF LABOR		
	Hour	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Holi- day in Effect
HOISTING AND PORTABLE ENGINEERS— <i>Con.</i>							
New Bedford,	\$0.41	\$19.68	\$0.61½	\$0.82	8	48	—
Quincy,	{ .31½—	15.00—	.46½—	.62½—	8	48	—
Rockport, . . . . .	.37½	18.00	.56½	.75	8	48	—
Salem, . . . . .	.28	13.44	.42	.42	8	48	—
Springfield,	—	18.00	—	—	8	48	—
Worcester, . . . . .	.45	21.60	.67½	.90	8	48	—
	.40	19.20	—	—	8	48	—
HOUSESITHS. (See Bridge and Structural Iron Workers.)							
INSULATORS AND ABESTOS WORKERS.							
Boston, . . . . .	.43½	21.00	.87½	.87½	8	48	—
LATHERS.							
Boston, . . . . .	.55	24.20	1.10	1.10	8	44	12
Brockton, . . . . .	.50	22.00	—	—	8	44	12
Fall River, . . . . .	.40	19.20	.45	.45	8	48	—
Holyoke, . . . . .	.45	19.80	.90	.90	8	44	12
Lawrence, . . . . .	.47	22.50	—	—	8	48	6
Lowell, . . . . .	.43½	19.25	.65½	.87½	8	44	12
Lynn, . . . . .	.56½	24.75	—	—	8	44	12
New Bedford, . . . . .	.37½	18.00	.56½	.56½	8	48	—
Pittsfield, . . . . .	.55	24.20	—	—	8	44	12
Quincy, . . . . .	.56½	24.75	1.12½	1.12½	8	44	12
Salem, . . . . .	.47	20.68	.70½	.94	8	44	12
Springfield,	—	—	—	—	8	44	12
Waltham, . . . . .	.50	22.00	—	—	8	44	12
MARBLE SETTERS.							
Boston, . . . . .	.50	24.00	—	—	8	48	—
PAINTERS.							
Amherst,	—	15.00	—	—	9	54	—
Attleborough, . . . . .	.37½	16.50	.56½	.56½	8	44	12
Beverly, . . . . .	.41	18.04	.61½	.82	8	44	12
Boston, . . . . .	.50	22.00	1.00	—	8	44	12
Boston (Hebrew), . . . . .	.45½	20.02	.91	.68½	8	44	12
Brockton, . . . . .	.47	20.68	.94	.94	8	44	12
Brookline, . . . . .	.50	22.00	1.00	1.00	8	44	12
Cambridge, . . . . .	.41	18.04	.82	.82	8	44	12
Canton, . . . . .	.41	18.04	—	—	8	44	12
Chelsea, . . . . .	.43½	19.25	.87½	.87½	8	44	12
Chicopee, . . . . .	.41	18.04	.61½	.82	8	44	12
Clinton, . . . . .	.37½	18.00	.56½	.75	8	48	—
Concord, . . . . .	.41	18.04	.61½	.82	8	44	12
Easton, . . . . .	.37½	16.50	.56½	.75	8	44	12
Fall River, . . . . .	.37½	16.50	.56½	.75	8	44	12
Fitchburg, . . . . .	.35	16.80	.52½	.52½	8	48	—
Framingham, . . . . .	.41	18.04	.61½	.82	8	44	12
Glocester, . . . . .	.41	18.04	.61½	.82	8	44	12
Great Barrington, . . . . .	.40½	19.50	.61	.81½	8	48	—
Greenfield, . . . . .	.34½	16.50	—	—	8	48	—
Haverhill,	{ .35—	16.80—	.52½—	.70—	8	48	—
	.37½	18.00	.56½	.75	8	44	12
Hingham, . . . . .	.41	18.04	.61½	.82	8	44	12
Holyoke, . . . . .	.41	18.04	.61½	.82	8	44	12

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES.				HOURS OF LABOR		
	Hour	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half- holiday in Effect
PINTERS — Con.							
Lawrence,	\$0.38½	\$16.83	\$0.57½	\$0.76½	8	44	12
Lenox, . . . . .	.44	19.36	.66	.88	8	44	12
Leominster, . . . . .	.35	16.80	.70	.70	8	48	—
Lowell, . . . . .	.34½	16.50	.51½	.68¾	8	48	—
Lynn, . . . . .	.45	19.80	.67½	.90	8	44	12
Malden,	{ .37½	16.50-	.75-	.75-	8	44	12
	.41	18.04	.82	.82			
Manchester, . . . . .	.41	18.04	—	—	8	44	12
Marblehead, . . . . .	.41	18.04	.61½	.82	8	44	12
Marlborough, . . . . .	.37½	18.00	.56½	.75	8	48	—
Medford, . . . . .	.41	18.04	.82	.82	8	44	12
Milford,	{ .37½	18.00-	—	.75-	8	48	—
	.50	24.00	—	1.00			
Milton, . . . . .	.41	19.68	—	—	8	48	—
New Bedford, . . . . .	.35	16.80	.52½	.70	8	48	—
Newton, . . . . .	.41	18.04	.82	.82	8	44	12
North Adams, . . . . .	.37½	16.50	.56½	.75	8	44	12
Northampton, . . . . .	.37½	18.00	.56½	.75	8	48	—
Norwood, . . . . .	.41	18.04	.61½	.82	8	44	12
Pittsfield, . . . . .	.40½	19.50	—	—	8	48	—
Plymouth, . . . . .	.31½	15.00	—	—	8	48	—
Quincy, . . . . .	.41	18.04	—	.82	8	44	12
Rockland, . . . . .	.34½	16.50	.51½	.68¾	8	48	—
Salem, . . . . .	.41	18.04	.61½	.61½	8	44	12
Somerville, . . . . .	.41	18.04	.61½	.82	8	44	12
Southbridge, . . . . .	.28½	13.50	.28½	.42¾ ¹⁶	8	48	—
Springfield, . . . . .	.41	18.04	.61½	.82	8	44	12
Taunton, . . . . .	.35	16.80	.52½	.70	8	48	—
Waltham, . . . . .	.41	18.04	.61½	.82	8	44	12
Ware, . . . . .	.31½	15.00	.46½	.62½	8	48	—
Webster, . . . . .	.28½	13.50	—	—	8	48	—
Wellesley, . . . . .	.32	14.08	.48	.48	8	44	12
Westborough, . . . . .	.34½	16.50	.51½	.68¾	8	48	—
Westfield, . . . . .	.37½	18.00	.56½	.75	8	48	—
Williamstown, . . . . .	.37½	18.00	.56½	.75	8	48	—
Worcester, . . . . .	.43½	19.20	.65½	.87½ ¹¹	8	44	12
Hardwood Finishers.							
Boston, . . . . .	.33	16.50	.49½	.66	9	50	12
PAPERHANGERS.							
Amherst,	—	15.00	—	—	9	54	—
Attleborough, . . . . .	.37½	16.50	.56½	.56½	8	44	12
Boston, . . . . .	.45½	20.02	.68½	.91	8	44	12
Brockton,	1—	1—	—	—	8	44	12
Brookline, . . . . .	.62½	27.50	1.25	1.25	8	44	12
Cambridge, . . . . .	.41	18.04	.82	.82	8	44	12
Canton, . . . . .	.35	16.80	—	—	8	48	—
Chelsea,	1—	1—	—	—	—	—	—
Chiopee, . . . . .	.37½	18.00	—	—	8	48	—
Clinton, . . . . .	.37½	18.00	.56½	.75	8	48	—
Concord, . . . . .	.41	18.04	.61½	.82	8	44	12
Fall River,	1—	1—	—	—	8	44	12
Fitchburg,	1—	1—	—	—	8	48	—
Gloucester, . . . . .	.37½	18.00	.56½	.75	8	48	—
Great Barrington, . . . . .	.40½	19.50	.61	.81½	8	48	—
Hingham, . . . . .	.41	18.04	.61½	.82	8	44	12
Holyoke, . . . . .	.41	18.04	.61½	.82	8	44	12
Lawrence, . . . . .	.41	18.04	.61½	.82	8	44	12
Lowell, . . . . .	.34½	16.50	.51½	.68¾	8	48	—
Lynn, . . . . .	.45	19.80	.67½	.90	8	44	12
Malden,	{ .37½	16.50-	.75-	.75-	8	44	12
	.41	18.04	.82	.82			
Manchester, . . . . .	.41	18.04	—	—	8	44	12

¹ Piece work.

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES				HOURS OF LABOR		
	Hour	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half- holiday in Effect
PAPERHANGERS—Con.							
Milford,	{ \$0.37½	\$18.00-	-	\$0.75-			
	.50	24.00	-	1.00			-
New Bedford,	{ .37½	16.50-	\$0.56½	.75-			
	.62½	27.50	.93¾	1.25			
Newton,	{ .37½	18.00	-	-	8	48	-
North Adams,	{ .37½	16.50	.56½	.75	8	44	12
Northampton,	{ .37½	18.00	.56½	.75	8	48	-
Norwood,	{ .41	18.04	.61½	.82	8	44	12
Pittsfield,	{ .40½	19.50-	.81¼	.81¼			
	.43¾	21.00	.87½	.87½			
Plymouth,	{ .31½	15.00	-	-	8	48	-
	.34¾	16.50	-	-			
Salem,	{ .43¾	19.25	-	-	8	44	12
Southbridge,	{ .28½	13.50	.28½	.42½	8	48	-
Springfield,	{ .41	18.04	.61½	.82	8	44	12
Taunton,	{ .34¾	16.50	-	-	8	48	-
Ware,	{ .34¾	18.00	.51½	.68¾	8	48	-
Webster,	{ .25½	13.50	-	-	8	48	-
Wellesley,	{ .32	14.08	.48	.48	8	44	12
Westborough,	{ .34¾	16.50	.51½	.68¾	8	48	-
Westfield,	{ .37½	18.00	.56½	.75	8	48	-
Worcester,	1 -	1 -	1 -	-	8	48	-
PAVERS.							
Boston,	{ .50-	24.00-	.75-	.75-			
	.75	36.00	1.12½	1.12½			
Rammermen.							
Boston, . . . . .	.43¾	21.00	-	-	8	48	-
PLASTERERS.							
Attleborough, . . . . .	.55	24.20	-	1.10	8	44	12
Belmont, . . . . .	.65	28.60	1.30	1.30	8	44	12
Beverly, . . . . .	.60	26.40	.90	1.20	8	44	12
Boston, . . . . .	.65	28.60	-	1.20	8	44	12
Brockton, . . . . .	.60	26.40	1.20	1.20	8	44	12
Cambridge, . . . . .	.65	28.60	1.30	1.30	8	44	12
Clinton, . . . . .	.55	26.40	-	-	8	48	-
Concord, . . . . .	.65	28.60	1.30	1.30	8	44	12
Fall River, . . . . .	.55	26.40	.82½	.82½	8	48	-
Fitchburg, . . . . .	.55	26.40	-	-	8	48	-
Framingham, . . . . .	.65	28.60	.97½	1.30	8	44	12
Gardner, . . . . .	.55	26.40	.82½	1.10	8	48	-
Gloucester, . . . . .	.50	24.00	.75	1.00	8	48	-
Great Barrington, . . . . .	.56½	27.00	1.12½	1.12½	8	48	-
Greenfield, . . . . .	.50	24.00	.75	1.00	8	48	-
Holyoke, . . . . .	.62½	27.50	.81¼	.81¼	8	44	12
Lawrence, . . . . .	.60	26.40	1.20	1.20	8	44	12
Lenox, . . . . .	.56½	24.75	.84¾	1.12½	8	44	12
Leominster, . . . . .	.60	28.80	.90	1.20	8	48	-
Lexington, . . . . .	.65	28.60	1.30	1.30	8	44	12
Lincoln, . . . . .	.65	28.60	1.30	1.30	8	44	12
Lowell, . . . . .	.55	24.20	.82½	1.10	8	44	12
Lynn, . . . . .	.60	26.40	.90	1.20	8	44	12
Marlborough, . . . . .	.60	26.40	.90	1.20	8	44	12
New Bedford, . . . . .	.60	26.40	.90	1.20	8	44	12
Newburyport, . . . . .	.50	24.00	.75	.75	8	48	-
Newton, . . . . .	.65	28.60	.97½	1.30	8	44	12
North Adams, . . . . .	.56½	27.00	1.12½	1.12½	8	48	-
Northampton, . . . . .	.56½	27.00	1.12½	1.12½	8	48	-
Pittsfield, . . . . .	.62½	27.50	1.25	1.25	8	44	12
Plymouth, . . . . .	.55	24.20	.82½	1.10	8	44	12
Quincy, . . . . .	.65	28.60	.97½	1.30	8	44	12
Salem, . . . . .	.65	31.20	-	1.30	8	48	5
Somerville, . . . . .	.65	28.60	1.30	1.30	8	44	12

1 Piece work.

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES				HOURS OF LABOR			
	Hour	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half- holiday in Effect	
PLASTERERS—Con.								
Springfield,	\$0.60	\$26.40	\$1.20	\$1.20	8	44	12	
Taunton, . . . . .	.55	26.40	.82½	1.10	8	48	—
Waltham, . . . . .	.65	28.60	.97½ ²	1.30	8	44	12
Watertown, . . . . .	.65	28.60	1.30	1.30	8	44	12
Wayland, . . . . .	.65	28.60	1.30	1.30	8	44	12
Weston, . . . . .	.65	28.60	1.30	1.30	8	44	12
Woburn,	62½	27.50	1.25	1.25	8	44	12	
Worcester, . . . . .	.60	28.80	.90	1.20	8	48	5
PLASTERERS' TENDERS.								
Boston,41½	18.26	{ 1.62½ ¹	{ .83 }	.83	8	44	12
PLUMBERS.								
Attleborough,	{ .43¾-	21.00-	.87½-	.87½-	{ 8	48	—	
	.50	24.00	1.00	1.00				
Beverly, . . . . .	.55	24.20	.82½	1.10	8	44	12
Boston, . . . . .	.60	26.40	1.20	1.20	8	44	12
Brockton, . . . . .	.56½	24.75	1.12½	1.12½	8	44	12
Fall River, . . . . .	.43¾	21.00	.87½	.87½	8	48	—
Fitchburg, . . . . .	.43¾	21.00	.87½	.87½	8	48	—
Gloucester, . . . . .	.40½	19.50	.81¼	.81¼	8	48	3
Haverhill, . . . . .	.43¾	21.00	.87½	.87½	8	48	3
Holyoke (Junior), . . . . .	.31½	13.75	.62½	.62½	8	44	12
Holyoke (Senior), . . . . .	.44	19.36	.88	.88	8	44	12
Lawrence, . . . . .	.43¾	21.00	.87½	.87½	8	48	3
Lenox, . . . . .	.40½	17.87½	.61	.81¼	8	44	12
Leominster, . . . . .	.50	24.00	.75	1.00	8	48	—
Lowell, . . . . .	.47	20.68	.94	.94	8	44	12
Lynn, . . . . .	.60	26.40	1.20	1.20	8	44	12
Malden, . . . . .	.51½	22.55	.76½	1.02½	8	44	12
Marlborough, . . . . .	.50	24.00	—	—	8	48	4
Milford, . . . . .	.43¾	21.00	.65½	.87½	8	48	—
Natick, . . . . .	.50	22.00	1.00	1.00	8	44	12
New Bedford,45½	21.84	{ 2.68½ ¹	{ .91 }	.91	8	48	—
Newton, . . . . .	.55	24.20	1.10	1.10	8	44	12
Northampton, . . . . .	.43¾	21.00	.65½	.87½	8	48	3
Pittsfield,	{ .43¾-	19.25-	.65½	.87½	{ 8	44	12	
	.50	22.00	.75	1.00				
Quincy, . . . . .	.50	22.00	1.00	1.00	8	44	12
Springfield, . . . . .	.54½	23.98	1.09	1.09	8	44	12
Wakefield, . . . . .	.47¾	21.01	.71½	.95½	8	44	12
Waltham, . . . . .	.50	22.00	1.00	1.00	8	44	12
Webster, . . . . .	.388½	21.00	—	—	9	54	—
Woburn, . . . . .	.47¾	21.01	.71½	.95½	8	44	12
Worcester, . . . . .	.56½	24.75	1.12½	1.12½	8	44	12
ROAD ROLLING ENGINEERS.								
Salem, . . . . .	.40	21.60	—	—	9	54	—
ROOFERS.								
Boston,	{ .25-	12.00-	.37½	{ —	{ 8	48	—	
	.52½	25.20	.78¾					
Brockton, . . . . .	.55	24.20	1.10	1.10	8	44	12
Holyoke, . . . . .	.43¾	21.00	.65½	.87½	8	48	—
Lynn (composition), . . . . .	.43¾	19.25	.65½	.87½	8	44	12
Lynn (slate and tile), . . . . .	.55	24.20	.82½	1.10	8	44	12
Pittsfield, . . . . .	.37½	18.00	—	—	8	48	—
Springfield, . . . . .	.43¾	21.00	.65½	.87½	8	48	—
Helpers.								
Brockton, . . . . .	.37½	16.50	.75	.75	8	44	12
Lynn, . . . . .	.31½	13.75	.467½	.62½	8	44	12

¹ Saturday afternoon, 62½ cents; evenings, 83 cents.² Double time after midnight.³ Time and one-half until 9 P.M., double time thereafter.

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES				HOURS OF LABOR			Number of Months Saturday Half-holiday in Effect
	Hour	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week		
SHEET METAL WORKERS.								
Boston,	\$0.52½	\$23.10	—	—	8	44	—	
Brockton, . . . . .	.50	22.00	\$1.00	\$1.00	8	44	12	
Fall River, . . . . .	.34¾	16.50	—	—	8	48	—	
Holyoke, . . . . .	.44	19.36	.44	.88	8	44	12	
Lawrence,	—	15.00	—	—	9	54	—	
Lowell, . . . . .	.43¾	21.00	.65½	.87½	8½	48	12	
Lynn, . . . . .	.60	26.40	{ 1.60 1.20 2.50 }	1.20	8	44	12	
Malden, . . . . .	.50	24.00	{ .75 1.00 }	1.00	8	48	—	
Marlborough, . . . . .	.50	24.00	1.00	1.00	8	48	4	
Natick,	{ .31¼- —	{ 15.00- —	{ .62½- —	{ .62½- —	8	48	5	
Northampton, . . . . .	.47	22.56	.94	.94	8	48	3	
Quincy,	{ .43¾- —	{ 21.00- —	{ .65½- —	{ .87½- —	8	48	—	
Springfield, . . . . .	.25	13.50	.37½	.50	9	54	—	
Webster,	{ .30½- —	{ 16.50- —	{ .45½- —	{ .61½- —	8	44	12	
Worcester, . . . . .	.33½	18.00	.50	.66½	9	54	—	
SIGN PAINTERS.								
Boston, . . . . .	.62½	27.50	1.25	1.25	8	44	12	
Brockton,	{ 3- —	{ 3- —	{ — —	{ — —	8	44	12	
Chelsea, . . . . .	.50	22.00	1.00	1.00	8	44	12	
Lowell, . . . . .	.34¾	16.50	.51½	.68¾	8	48	—	
Plymouth, . . . . .	.43¾	21.00	—	—	8	48	—	
Springfield, . . . . .	.50	22.00	—	—	8	44	12	
STEAM SHOVEL AND DREDGEMEN.								
<i>Cranemen.</i>								
Boston,	—	{ 470.00- 90.00 }	—	—	12	72	—	
<i>Engineers.</i>								
Boston (chief),	—	150.00	—	—	12	72	—	
Boston (first assistant),	—	125.00	—	—	12	72	—	
Boston (second assistant),	—	100.00	—	—	12	72	—	
<i>Firemen.</i>								
Boston, . . . . .	.25	{ 11.00- 14.00 }	—	—	12	84	—	
STEAMFITTERS.								
<i>Journeymen.</i>								
Attleborough, . . . . .	.43¾	21.00	.87½	.87½	8	48	—	
Beverly, . . . . .	.55	24.20	.82½	1.10	8	44	12	
Boston, . . . . .	.50	22.00	1.00	1.00	8	44	12	
Brockton, . . . . .	.55	23.54	1.00	1.00	8	44	12	
Gloucester, . . . . .	.40½	19.50	.81¼	.81¼	8	48	3	
Haverhill, . . . . .	.43¾	21.00	.87½	.87½	8	48	3	
Holyoke, . . . . .	.43¾	19.25	.87½	.87½	8	44	12	
Lawrence, . . . . .	.37½	18.00	.75	.75	8½	48	3	
Lenox, . . . . .	.40½	17.87½	.61	.81¼	8	44	12	
Lowell, . . . . .	.40	19.20	.80	.80	8	48	—	
Lynn, . . . . .	.60	26.40	1.20	1.20	8	44	12	
Milford, . . . . .	.37½	18.00	.56½	.75	8	48	—	
Natick, . . . . .	.50	22.00	1.00	1.00	8	44	12	
Northampton,	{ .43¾- —	{ 21.00- —	{ .65½- —	{ .87½- —	8	48	3	
Pittsfield,	{ .37½- —	{ 19.25- —	{ .75- —	{ .87½- —	8	{ 44 48 }	12	—
	{ .50- —	{ 22.00- —	{ .75- —	{ 1.00- —				

¹ Regular rate until 9 P.M., double time thereafter.² Regular rate until 9 P.M., time and one-half from 9 P.M. to 12 midnight; double time thereafter.³ Piece rates.⁴ Monthly rate.⁵ Rate for first six months.

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES				HOURS OF LABOR		
	Hour	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half- holiday in Effect
STEAMFITTERS—Con.							
Journeymen—Con.							
Quincy,	\$0.50	\$22.00	\$1.00	\$1.00	8	44	12
Springfield, . . . . .	.50	22.00	1.00	1.00	8	44	12
Wakefield, . . . . .	.47½	21.01	.71½	.95½	8	44	12
Waltham, . . . . .	.50	22.00	1.00	1.00	8	44	12
Woburn, . . . . .	.37½	16.50	.56½	.75	8	44	12
Worcester, . . . . .	.40½	19.50	—	—	8	48	—
Boston: Helpers.							
Union A, . . . . .	.28+	12.48	.56+	.56+	8	44	12
Union B, . . . . .	.25	11.00	.50	.50	8	44	12
Haverhill, . . . . .	.25	12.00	.50	.50	8	48	3
Holyoke, . . . . .	.28½	12.54	.57	.57	8	44	12
Quincy, . . . . .	.16	8.64	.24	.32	9	54	7
Springfield, . . . . .	.25	11.00	.50	.50	8	44	12
Worcester, . . . . .	.25	12.00	—	—	8	48	—
STONEMASONS.							
Athol, . . . . .	.50	24.00	—	—	8	48	—
Attleborough, . . . . .	.55	24.20	—	1.10	8	44	12
Belmont, . . . . .	.65	28.60	1.30	1.30	8	44	12
Beverly, . . . . .	.60	26.40	.90	1.20	8	44	12
Boston, . . . . .	.60	26.40	—	1.20	8	44	12
Brockton, . . . . .	.60	26.40	.90	1.20	8	44	12
Cambridge, . . . . .	.65	28.60	1.30	1.30	8	44	12
Clinton, . . . . .	.55	26.40	—	—	8	48	—
Concord, . . . . .	.65	28.60	1.30	1.30	8	44	12
Dedham, . . . . .	.55	24.20	.82½	1.10	8	44	12
Fall River, . . . . .	.55	26.40	.82½	.82½	8	48	—
Fitchburg, . . . . .	.60	28.80	.90	1.20	8	48	—
Framingham, . . . . .	.55	24.20	.82½	1.10	8	44	12
Gardner, . . . . .	.55	26.40	.82½	1.10	8	48	—
Gloucester, . . . . .	.60	28.80	.90	1.20	8	48	—
Great Barrington, . . . . .	.56½	27.00	1.12½	1.12½	8	48	—
Haverhill, . . . . .	.60	28.80	.90	1.20	8	48	3
Holyoke, . . . . .	.62½	27.50	1.25	1.25	8	44	12
Lawrence, . . . . .	.60	26.40	1.20	1.20	8	44	12
Lenox, . . . . .	.56¼	24.75	.84¾	1.12½	8	44	12
Lexington, . . . . .	.65	28.60	1.30	1.30	8	44	12
Lincoln, . . . . .	.65	28.60	1.30	1.30	8	44	12
Lowell, . . . . .	.44	21.12	.66	.88	8	48	—
Lynn, . . . . .	.55	26.40	.82½	1.10	8	48	—
Malden, . . . . .	.60	26.40	.90	1.20	8	44	12
Marlborough, . . . . .	.50	22.00	.75	1.00	8	44	12
Newburyport, . . . . .	.50	24.00	.75	.75	8	48	—
Newton, . . . . .	.60	26.40	—	—	8	44	12
North Adams, . . . . .	.56¼	27.00	1.12½	1.12½	8	48	—
Northampton, . . . . .	.43¾	21.00	—	.87½	8	48	—
Pittsfield, . . . . .	.62½	27.50	1.25	1.25	8	44	12
Plymouth, . . . . .	.50	24.00	—	—	8	48	—
Quincy, . . . . .	.60	26.40	.90	1.20	8	44	12
Salem, . . . . .	.50	24.00	—	—	8	48	—
Springfield, . . . . .	.60	26.40	1.20	1.20	8	44	12
Taunton, . . . . .	.55	26.40	.82½	1.10	8	48	—
Waltham, . . . . .	.65	28.60	.97½	1.30	8	44	12
Watertown, . . . . .	.65	28.60	1.30	1.30	8	44	12
Wayland, . . . . .	.65	28.60	1.30	1.30	8	44	12
Webster, . . . . .	.38½	21.00	—	—	9	54	—
Westfield, . . . . .	.55	26.40	—	—	8	48	—
Weston, . . . . .	.65	28.60	1.30	1.30	8	44	12
Woburn, . . . . .	.45	19.80	.90	.90	8	44	12
Worcester, . . . . .	.50	24.00	.75	1.00	8	48	—
TILE LAYERS.							
Boston, . . . . .	.62½	27.50	.93¾	1.25	8	44	12
Boston: Helpers.							
Boston, . . . . .	.32½	14.30	—	—	8	44	12

TABLE 9.—*Union Scale of Wages and Hours of Labor: By Occupations and Municipalities*—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Cable Splicers. (See Building Trades.)								
Cap Cutters. (See Hat and Cap Cutters.)								
Carpenters (Boxmakers). Lawrence,	week	{ \$8.00- 12.00	\$8.00- 12.00	\$0.22½- .33½	\$0.22½- .33½	{ 9¾	54	12
Carpenters (Floorlayers). (See Building Trades.)								
Carpenters (House). (See Building Trades.)								
Carpenters (Ship). Boston,	hour	{ .43¾ .50 .30%	21.00 22.00 16.50	.87½ 1.00 .45½	.87½ 1.00 .61½	{ 8	{ 48 44 54	12
Quincy,	hour					9		
Carpenters (Shop and Millmen). Boston (first class),	hour	.45	21.60	.90	.90	8½	48	12
Boston (second class),	hour	.43	20.64	.86	.86	8½	48	12
Boston (third class),	hour	.40	19.20	.80	.80	8½	48	12
Boston (cabinet makers),	hour	.45	21.15	.90	.90	8½	47	12
Holyoke,	hour	{ .25- .30% .34½	12.50- 15.26 15.12½	-	-	{ 9 8	{ 50 44	12
Lynn,	hour	{ .36- .40	18.00- 20.00	.54- .60	.72- .80	9	50	12
Salem,	hour	.35½	17.76	.53½	.71½	9	50	12
Worcester,	week	{ 15.00- 18.00	15.00- 18.00	.45- .54	.60- .72	9	50	12
Carpenters (Stairbuilders). (See Building Trades.)								
Carpenters (Wharf and Bridge). (See Building Trades.)								
Carpenters (Wood Carvers). Boston,	week	{ 17.00- 30.00	17.00- 30.00	.77- 1.36	.77- 1.36	{ 8	{ 44	12
Carriage and Auto Agents. Boston,	day	2.75	16.50	-	-	11	66	-
Cement and Asphalt Workers. (See Building Trades.)								

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half- holiday in Effect
Cement Workers (Finishers). <i>(See Building Laborers under Building Trades.)</i>								
Chandelier Workers. <i>Chandelier Makers.</i>								
Boston,	week	{ \$18.00- 21.00	\$18.00- 21.00	.54- .63	.54- .63	9	50	12
Dippers and Bronzers.								
Boston,	week	18.00	18.00	.54	.54	9	50	12
Filers.								
Boston,	week	15.00	15.00	.45	.45	9	50	12
Lacquerers.								
Boston,	week	18.00	18.00	.54	.54	9	50	12
Metal Spinners.								
Boston,	week	21.00	21.00	.63	.63	9	50	12
Church Organ Workers.								
Boston,	day	{ 3.00 3.25	18.00 19.50	.33½ .36½	.33½ .36½	9	54	-
Cigar Box Makers.								
<i>Nailers.</i>								
Boston,	week	{ 8.00 11.00 13.00 15.00	8.00 11.00 13.00 15.00	.24 .33 .39 .45	.24 .33 .39 .45	9	50	12
<i>Printers.</i>								
Boston,	week	15.00	15.00	.45	.45	9	50	12
<i>Sawyers.</i>								
Boston,	week	15.00	15.00	.45	.45	9	50	12
Cigar Makers.								
Boston,		1 -	1 -	1 -	-	8	44	12
Fall River,		1 -	1 -	1 -	-	8	48	-
Fitchburg,		1 -	1 -	1 -	-	8	48	-
Gloucester,		1 -	1 -	1 -	-	8	48	-
Lowell,		1 -	1 -	1 -	-	8	45	12
Lynn,		1 -	1 -	1 -	-	10	55	12
Marlborough,		1 -	1 -	1 -	-	8	48	-
Milford,		1 -	1 -	1 -	-	8	47	-
North Adams,		1 -	1 -	1 -	-	8	44	12
Northampton,		1 -	1 -	1 -	-	8	44	12
Taunton,		1 -	1 -	1 -	-	8	48	-
Westfield,	week	14.00	14.00	-	-	8	45	12
Worcester,		1 -	1 -	-	-	8	46	12
Clerks.								
<i>Clothing.</i>								
Brockton,	week	{ \$9.00- 30.00	\$9.00- 30.00	-	-	29	58	2 3
Fall River,		-	-	-	-	3 8½	58	-

¹ Piece rates.² On Saturday 12 hours; a weekly half-holiday during three months.³ On Friday 11½ hours; on Saturday 12½ hours.

TABLE 9.—*Union Scale of Wages and Hours of Labor: By Occupations and Municipalities*—Continued.

OCCUPATIONS AND MUNICIPALITIES	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Clerks—Con.								
<i>Dry Goods.</i>								
Boston (boys),	week	{ \$4.00- 9.00 4.00- 5.00	\$4.00- 9.00 4.00- 5.00	-	-	8	48	3
Boston (girls),	week	{ 12.00- 15.00	12.00- 15.00	-	-	8	48	3
Boston (men),	week	{ 7.00	7.00	-	-	8	48	3
Brockton (men),	week	1 12.00	12.00	-	-	2 8½	54	-
Brockton (women),	week	3 6.00	3 6.00	-	-	2 8½	54	-
Fall River,	-	-	-	-	-	4 8½	58	-
<i>Grocery and Provision.</i>								
Brockton,	-	-	-	-	-	5 10	64	6 2
Lawrence (grocery),	week	{ 10.00- 15.00	10.00- 15.00	-	-	{ 7 11- 14	65- 75	-
Lawrence (meat),	week	{ 10.00- 12.00	10.00- 12.00	-	-	{ 7 11- 14	65- 75	-
Lawrence (meat cutters),	week	{ 12.00- 20.00	12.00- 20.00	-	-	{ 7 11- 14	65- 75	-
Lynn,	-	-	-	\$0.30	\$0.30	8 11	63	9 12
<i>Retail.</i>								
Boston,	week	13.00	13.00	-	-	10 11	65	11 12
Lawrence (shippers),	week	12.00	12.00	-	-	{ 7 11- 14	65- 75	-
Lawrence (teamsters),	week	{ 8.00- 15.00	8.00- 15.00	-	-	{ 7 11- 14	65- 75	-
Lawrence (men),	week	{ 6.00- 18.00	6.00- 18.00	-	-	-	-	11 11
Lawrence (women),	week	{ 6.00- 12.00	6.00- 12.00	-	-	-	-	11 11
Swampscott,	week	12.00	12.00	-	-	10	12 63	9 12
Taunton,	week	15.00	15.00	-	-	10 9	59	11 2
<i>Shoe.</i>								
Brockton,	week	{ 9.00- 20.00	9.00- 20.00	-	-	13 9	58	13 3
Gloucester,	-	-	-	-	-	10 10	64	-
<i>Steamship.</i>								
Boston,	hour	.25	15.00	.27½	.27½	10	60	-
<i>Clothing Clerks.</i>								
(See Clerks.)								
<i>Compositors.</i>								
Athol,	week	14.00	14.00	.44	.44	8	48	-
Boston (book and job),	hour	.41½	20.00	-	-	8	48	-
Boston (linotype operators—book and job),	hour	.45½	22.00	-	-	8	48	-

¹ Average.² On Wednesday work to 9 p.m.; on Saturday to 10 p.m.³ Minimum.⁴ On Friday 11½ hours; on Saturday 12½ hours.⁵ On Saturday 14 hours.⁶ Tuesday half-holiday.⁷ On Saturday 15 to 18 hours.⁸ On Saturday 13 hours.⁹ Thursday half-holiday.¹⁰ On Saturday 14 hours.¹¹ Wednesday half-holiday.¹² Approximate; Saturday 13 or 14 hours.¹³ A weekly half-holiday during three months; on Saturday work 12 hours.

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Compositors — Con.								
Boston (linotype operators — newspaper — day), . . .	hour	\$0.63	\$26.46	-	-	7	42	-
Boston (linotype operators — newspaper — night), . . .	hour	.67	28.14	-	-	7	42	-
Boston (newspaper — day), . . .	hour	.63	26.46	\$0.82	\$0.63	7	42	12
Boston (newspaper — night), . . .	hour	.65	27.30	.87	.65	7	42	12
Brockton (book and job), . . .	week	18.00	18.00	.56½	.75	{ 8 8½ } 3	48	{ 12
Brockton (newspaper), . . .	week	22.50	22.50	.70	.94	8	48	-
Cambridge, . . .	week	18.00	18.00	.56½	.75	1 -	48	12
Fall River (admen — newspaper), . . .	hour	.41½	20.00	-	-	8	48	-
Fall River (book and job), . . .	hour	.33½	16.00	.50	.66½	1 -	48	-
Fall River (floor hands), . . .	week	16.00	16.00	.50	.66½	1 -	48	-
Fall River (foremen), . . .	week	{ 18.00- 23.00 }	{ 18.00- 23.00 }	.56½- .72	.75- .95%	1 -	48	-
Fall River (linotype operators — newspaper), . . .	hour	.41½	20.00	.62½	.83½	1 -	48	-
Fitchburg (floormen), . . .	week	16.00	16.00	.50	.50	8	48	-
Fitchburg (foremen), . . .	week	19.00	19.00	.59½	.59½	8	48	-
Fitchburg (linotype operators), . . .	week	18.00	18.00	.56½	.56½	8	48	-
Leominster (floormen), . . .	week	16.00	16.00	.50	.50	8	48	-
Leominster (foremen), . . .	week	19.00	19.00	.59½	.59½	8	48	-
Leominster (linotype operators), . . .	week	18.00	18.00	.56½	.56½	8	48	-
Lowell (book and job), . . .	week	17.00	17.00	.50½	.67½	8½	48	12
Lowell (newspaper, evening), . . .	week	18.00	18.00	.56½	.75	8	48	-
Lowell (newspaper, morning), . . .	week	21.00	21.00	.65½	.87½	8	48	-
Lynn (book and job), . . .	week	19.00	19.00	.59½	.79½	8	48	-
Lynn (newspaper), . . .	week	22.00	22.00	.70	.93	8	47	-
Marlborough, . . .	week	14.00	14.00	.44	.58½	8	48	3
New Bedford, . . .	week	{ 18.00- 22.00 }	{ 18.00- 22.00 }	.56½- .69	.75- .92	8	48	-
Newburyport (book and job), . . .	week	15.00	15.00	.46½	.46½	8½	48	12
Newburyport (floormen), . . .	week	15.00	15.00	.46½	.46½	8½	48	12
Newburyport (operators — day), . . .	week	15.00	15.00	.46½	.46½	8½	48	12
Newburyport (operators — night), . . .	week	18.00	18.00	.56½	.56½	8½	48	12
North Adams (admen), . . .	week	15.00	15.00	.46½	.46½	8	48	-
North Adams (book and job), . . .	week	15.00	15.00	.46½	.46½	8	48	-
North Adams (machine operators), . . .	week	20.00	20.00	.62½	.62½	8	48	-
North Adams (operators), . . .	week	18.00	18.00	.56½	.56½	8	48	-
Pittsfield (day), . . .	week	14.00	14.00	.44	.55½	8½	48	12
Pittsfield (night), . . .	week	16.00	16.00	.50	.66½	8½	48	12
Pittsfield (linotype operators — day), . . .	week	16.00	16.00	.50	.66½	8½	48	12
Pittsfield (linotype operators — night), . . .	week	18.00	18.00	.56½	.75	8½	48	12
Pittsfield (monotype operators — day), . . .	week	16.00	16.00	.50	.66½	8½	48	12
Pittsfield (monotype operators — night), . . .	week	18.00	18.00	.56½	.75	8½	48	12
Springfield (day), . . .	day	3.33½	20.00	.51½	.83½	2 -	48	-
Springfield (night), . . .	day	4.00	24.00	.60	1.00	2 -	48	-
Springfield (linotype operators — day), . . .	day	3.33½	20.00	.66½	.88½	2 -	45	-
Springfield (linotype operators — night), . . .	day	4.00	24.00	.80	1.06½	2 -	45	-
Worcester (book and job), . . .	week	16.50	16.50	.51½	.51½	8	48	2
Worcester (newspaper — morning), . . .	week	{ 21.00- 24.00 }	{ 21.00- 24.00 }	.65½- .75	.65½- .75	8	48	2
Worcester (newspaper — evening), . . .	week	{ 18.00- 21.00 }	{ 18.00- 21.00 }	.56½- .65½	.56½- .65½	8	48	2

¹ Vary in different establishments.² Vary.

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Cooks and Waiters.								
<i>First Cooks.</i>								
Lynn,	week	1 \$15.00	\$15.00	.25	.25	{ 8 9 }	63	-
<i>Night Cooks.</i>								
Lynn,	week	1 13.00	13.00	.25	.25	{ 8 9 }	63	-
<i>Order Cooks.</i>								
Lynn,	week	1 12.00	12.00	.25	.25	{ 8 9 }	63	-
<i>Second Cooks.</i>								
Lynn,	week	1 12.00	12.00	.25	.25	{ 8 9 }	63	-
<i>Cooks, n. s.</i>								
Springfield,	week	30.00	30.00	-	-	11	77	-
<i>Lunchmen.</i>								
Springfield,	week	30.00	30.00	-	-	11	77	-
<i>Slide Tenders.</i>								
Lynn,	week	1 10.00	10.00	.25	.25	{ 8 9 }	63	-
<i>Waiters.</i>								
Lynn (day),	week	1 10.00	10.00	.25	.25	{ 8 9 }	63	-
Lynn (night),	week	1 13.00	13.00	.25	.25	{ 8 9 }	63	-
Springfield,	week	30.00	30.00	-	-	11	77	-
<i>Waitresses.</i>								
Lynn,	week	1 7.00	7.00	.25	.25	{ 8 9 }	58	-
<i>Coopers.</i>								
<i>Brewery.</i>								
Boston,	week	24.00	24.00	.75	1.00	8	48	3
Springfield,	week	19.50	19.50	-	-	8	48	-
Worcester,	week	24.00	24.00	.75	1.00	8	48	-
<i>Wood.</i>								
Boston,	week	{ 19.50 19.80 }	19.50 19.80	.54 $\frac{1}{2}$.49 $\frac{1}{2}$	.72 $\frac{1}{2}$.66	9	54	4
Townsend,	week	12.00	12.00	-	-	10	60	
						9	54	-
<i>Coppersmiths.</i>								
Boston,	hour	.45	21.60	.90	.90	8	48	2 4
Springfield,	day	{ 3.00- 4.00 }	18.00- 24.00	-	-	9	54	2 5
<i>Coremakers.</i>								
(See Molders.)								
<i>Cutting Die and Cutter Makers.</i>								
Brockton (finishers),	week	{ 15.00- 20.00 }	15.00- 20.00	.46 $\frac{1}{2}$.62 $\frac{1}{2}$	.62 $\frac{1}{2}$.83 $\frac{1}{3}$	{ 8 $\frac{2}{3}$ }	48	12
Brockton (forgers),	week	{ 24.00- 28.00 }	24.00- 28.00	.75- .87 $\frac{1}{2}$	1.00- 1.16 $\frac{2}{3}$	{ 8 $\frac{2}{3}$ }	48	12

¹ Minimum wage and board.² Time made up.

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect	
Cutting Die and Cutter Makers—Con.									
Haverhill,	week	\$15.00- 24.00	\$15.00- 24.00				1 8½	48	12
Lynn,	week	12.00- 28.00	12.00- 28.00	\$0.37½- .87½	\$0.50- 1.16½		8½	48	12
Springfield (die sinkers), .	day	3.50- 4.25	21.00- 25.50	.58½- .70½	.58½- .70½	9	54	4	
Springfield (drop forgers), .	day	4.00	24.00	.66½	.66½	9	54	4	
Springfield (trimmer makers), .	day	2.75- 3.25	16.50- 19.50	.45½- .54½	.45½- .54½	9	54	4	
Worcester,	-	-	-	-	-	9	50	12	
Decorators. (See Building Trades.)									
Dry Goods Clerks. (See Clerks.)									
Electrical Workers. (See Building Trades.)									
Electrotypers and Stereotypers.									
<i>Electrotypers.</i>									
Boston (batterymen and builders),	hour	.41½	20.00	-	-	8	48	-	
Boston (finishers),	hour	.50	24.00	-	-	8	48	-	
Boston (molders),	hour	.50	24.00	-	-	8	48	-	
Springfield,	week	24.00	24.00	.75	1.00	8½	48	12	
<i>Stereotypers.</i>									
Boston,	day	4.00	24.00	.75	1.00	7	42	-	
Boston,	night	4.00	24.00	1.00	1.13½	6	36	-	
Fall River,	week	18.50- 22.00	18.50- 22.00	.61½- .73½	.61½- .73½	8	45	12	
Haverhill,	-	n.s.	n.s.	2-	2-	8	48	-	
Lawrence,	-	n.s.	n.s.	2-	2-	8	48	-	
Lowell,	-	n.s.	n.s.	2-	2-	8	48	-	
Springfield,	week	21.00	21.00	.65½	.87½	8½	48	12	
Elevator Constructors. (See Building Trades.)									
Elevator Operators.									
Boston,	week	{ 10.00- 14.00	10.00- 14.00	.16½- .23½	.16½- .23½	10	60	-	
Engineers, Stationary and Steam.									
Boston (assistant),	week	21.00	21.00	.65½	.87½	8	48	3	
Boston (chief),	week	28.00	28.00	.87½	1.16½	8	48	3	
Boston (third class),	day	3.00	18.00	.56½	.75	8	48	3	
Brockton,	day	3.50	21.00	.50	.50	9	54	-	
Fall River (brewery),	week	{ 19.00- 28.00	19.00- 28.00	.50	3-	{ 9 10 12	56	12	
Haverhill,	week	{ 18.00- 25.00	18.00- 25.00	{ .45- .50 .62½ .69½	{ .45- .50 .62½ .69½	{ 9 10 10	54- 60	4	

¹ On Monday 9 hours, on Saturday 5 hours.² Time and one-half.³ Regular rate.

TABLE 9.—*Union Scale of Wages and Hours of Labor: By Occupations and Municipalities*—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			Number of Months Saturday Half-holiday in Effect
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week		
Engineers, Stationary and Steam —Con.									
Lynn,	week	\$18.00- 25.00	\$18.00- 25.00	\$0.45- .62½	\$0.60- .83½	10	60	6	
North Adams,	day	2.80- 3.50	16.80- 21.00	-	-	8-	56-		
Pittsfield (first-class),	week	25.00	25.00	.78½	.78½ .11.04½	12	72		
Pittsfield (second-class),	week	21.00	21.00	.65½	.65½ .1.87½	8	48		
Pittsfield (third-class),	week	18.00	18.00	.56¼	.37½ .1.56¾	8	48		
Quincy,	week	16.00	16.00	-	-	8	48		
Quincy (ship),	-	-	-	2-	2-	9	54		
Salem,	week	16.00 16.50 17.50	16.00 16.50 17.50	-	-	9	50- 59	12	
Worcester,	week	18.00	18.00	.45¾	.45¾	10	59	6	
Worcester (brewery),	week	23.00	23.00	.61½	.61½	8	56		
Firemen, Stationary.									
Boston,	week	20.00	20.00	-	-	8	56		
Brockton,	day	2.75	19.25	-	-	9	63		
Brockton (helpers),	day	2.25	15.75	-	-	9	63		
Fall River,	hour	.20	{ 11.20 16.80 17.40	.20 .30 -	-	12	84		
Gardner,	week	14.00 16.45	14.00 16.45	-	-	11	77		
Holyoke,	day	2.50	17.50	.31½	.31½	13	91		
Lawrence,	hour	.21½	18.06	-	-	12	84		
Lowell,	hour	.22- .37½	10.56- 31.50	-	-	8-	48-		
Lynn (class A),	week	17.50	17.50	.31½	.31½	12	84		
Lynn (class B),	week	15.00	15.00	.25	.25	8	56		
Montague,	day	2.35	14.10	.29½	.29½	10	60		
Montague (coal-passers),	day	2.08	12.48	.26	.26	8	48		
New Bedford,	week	16.00	16.00	.19	.19	12	84		
Northampton,	day	2.00 2.25	12.00 13.50	.25 .28½	.25 .28½	8	48		
Salem,	week	16.00 17.00	16.00 17.00	.22½- .30½	.22½- .30½	8-	56-		
Salem (oilers),	week	13.00	13.00	{ 18- .23½	.18- .23½	12	72	4	
Taunton, ¹	week	15.00	15.00	.17-	.17-	8-	48-		
Worcester (theatres),	week	16.00	16.00	.26¼ .40	.26¼ .40	12	84		
Foundry Employees.									
Boston:									
Chippers,	day	2.50	15.00	.41½	.55½	9	54		
Helpers,	day	2.25	13.50	.37½	.50	9	54		
Melters,	day	3.00	18.00	.50	.66½	9	54		
Freight Handlers.									
(See Steam Railroad Employees.)									
Garment Workers.									
<i>Canvas Makers.</i>									
Boston,	5-	5-	5-	-	-	9	52	12	

¹ In breweries.² Time and one-half.³ Time and one-half on repair work; double time on new work.⁴ Oilers, coal wheelers, ash handlers and helpers receive same pay.⁵ Piece rates.

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Garment Workers — Con.								
<i>Cloak and Skirt Makers.</i>								
Boston (coat makers), . . .	week	\$13.00	\$13.00	\$0.26	\$0.26	9	50	12
Boston (finishers), . . .	week	4.50	4.50	.09	.09	9	50	12
Boston (skirt makers), . . .	week	12.00	12.00	.24	.24	9	50	12
<i>Cloth Pressmen.</i>								
Holyoke,	week	17.05	17.05	.47½	.47½	9¾	54	12
<i>Garment Workers.</i>								
Boston,	week	{ 11.00 13.00 16.00 18.00 20.00	{ 11.00 13.00 16.00 18.00 20.00	-	-	9¾	54	12
<i>Overall Workers.</i>								
North Brookfield,	3 -	3 -	3 -	-	-	8¾	48¾	12
<i>Pants Makers.</i>								
Boston (operators), . . .	week	14.00	14.00	-	-	9	54	-
Boston (over pressers), . . .	week	18.00	18.00	-	-	9	54	-
Boston (under pressers), . . .	week	11.00	11.00	-	-	9	54	-
<i>Tailors.</i>								
Boston,	week	{ 18.00 20.00 20.00	{ 18.00 20.00 20.00	- .38 .35	- - -	10 9 9	60 54 54	-
Holyoke,	week	{ 15.00	{ 15.00	.30	-	10	60	2½
Lowell:								
Bushelmen,	week	{ 15.00- 18.00	{ 15.00- 18.00	.30	-	10	60	-
Coat makers,	week	23.00	23.00	-	-	10	60	-
Helpers,	week	6.00	6.00	-	-	10	60	-
Pants makers,	week	10.00	10.00	-	-	10	60	-
Vest makers,	week	10.00	10.00	-	-	10	60	-
North Adams,	hour	.35	21.00	.35	.35	10	60	-
Northampton,	week	{ 14.00	{ 14.00	.30	.30	10	60	-
Pittsfield,	3 -	3 -	3 -	.30	.30	11	66	-
Springfield:								
Bushelmen,	week	{ 15.00- 18.00	{ 15.00- 18.00	.30	.30	10	60	-
Coat makers,	hour	.30	18.00	.30	.30	10	60	-
Pants makers,	hour	.30	18.00	.30	.30	10	60	-
Vest makers,	hour	.30	18.00	.30	.30	10	60	-
<i>Gasfitters.</i>								
(See Building Trades.)								
<i>Glass Workers.</i>								
New Bedford:								
Footblowers,	week	{ 19.00- 22.00	{ 19.00- 22.00	-	-	9	45	6 -
Gaffers,	week	{ 35.50- 44.00	{ 35.50- 44.00	-	-	9	45	6 -
Gatherers,	week	19.00	19.00	-	-	9	45	6 -
Glass cutters,	week	{ 12.00- 23.00	{ 12.00- 23.00	-	-	10	55	12

¹ Also receive a bonus when over a certain number of hundred pieces.² Receive regular hourly rate plus one-third of day's bonus.³ Piece rates.⁴ Minimum.⁵ Also piece prices.⁶ No work on Saturday.

TABLE 9.—*Union Scale of Wages and Hours of Labor: By Occupations and Municipalities*—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Glass Workers—Con.								
New Bedford—Con.								
Pressers,	week	\$27.50	\$27.50	-	-	9	45	1-
Servitors,	week	{ 27.50- 33.00	{ 27.50- 33.00	-	-	9	45	1-
Somerville,	day	{ 2.50- 8.00	{ 13.75- 44.00	-	-	8	44	12
Government Employees.								
<i>Arsenal Employees.</i>								
Watertown:								
Blacksmiths,	day	{ 3.04- 3.28	{ 18.24- 19.68	{ \$0.57- .61½	{ \$0.57- .61½	8	48	3
Carpenters,	day	{ 2.56- 3.28	{ 15.36- 19.68	{ .48- .61½	{ .48- .61½	8	48	3
Machinists,	day	{ 2.56- 3.52	{ 15.36- 21.12	{ .48- .66	{ .48- .66	8	48	3
Molders,	day	{ 3.04- 3.76	{ 18.24- 22.56	{ .57- .70½	{ .57- .70½	8	48	3
Painters,	day	{ 3.04- 3.76	{ 18.24- 22.56	{ .57- .70½	{ .57- .70½	8	48	3
Patternmakers,	day	{ 3.04- 3.76	{ 18.24- 22.56	{ .57- .70½	{ .57- .70½	8	48	3
<i>Navy Yard Employees.</i>								
Boston:								
Bracers,	day	2.88	17.28	-	-	8	48	3
Electrical workers, . . .	day	{ 2.80- 4.00	{ 16.80- 24.00	{ .52½- .75	{ .52½- .75	8	48	3
Electrical workers' helpers,	day	{ 1.52- 2.24	{ 9.12- 13.44	{ .28½- .42	{ .28½- .42	8	48	3
Granite Cutters.								
Boston,	hour	.45	19.80	.67½	.90	8	44	12
Brockton,	day	3.25	18.28	.61	.81¼	8	45	12
Chelmsford,	hour	.42½	20.40	-	.85	8	48	6
Chester,	hour	.37½	18.00	.56½	.75	8	48	-
Chester (blacksmiths), . . .	hour	.37½	18.00	.56½	.75	8	48	-
Fall River,	day	3.25	19.50	.61	.81¼	8	48	-
Fitchburg,	hour	.37½	18.00	.56½	.75	8	48	-
Gloucester,	day	3.25	19.50	.61	.81¼	8	48	-
Ipswich,	day	3.25	19.50	.61	.81¼	8	48	-
Lawrence,	hour	.41	18.04	.61½	.82	8	44	12
Lowell,	day	3.28	19.68	.61½	.82	8	48	3
Lynn,	hour	.40	18.00	.60	.80	8	45	12
Lynn (tool sharpeners), . . .	hour	.40	18.00	.60	.80	8	45	12
Milford:								
Granite cutters,	hour	.43	19.35	.64½	.86	8	45	12
Polishers,	hour	.43	19.35	.64½	.86	8	45	12
Surfacing machine cutters, . . .	hour	.46	20.70	.69	.92	8	45	12
Tool sharpeners,	hour	.43	19.35	.64½	.86	8	45	12
Monson,	day	3.20	19.20	.60	.80	8	48	3
New Bedford,	hour	{ .42- .47	{ 18.48- 20.68	{ .63- .70½	{ .84- .94	8	44	12
Quincy:								
Granite cutters,	day	3.25	18.28	.61	.81¼	8	45	12
Polishers,	day	{ 3.25- 4.00	{ 18.28- 22.50	{ .61- .75	{ .81¼- 1.00	8	45	12
Tool sharpeners,	day	3.25	18.28	.61	.81¼	8	45	12
Springfield (building),	day	3.65	20.08	.68½	.91¼	8	44	12
Springfield (monumental),	day	3.40	{ 18.70	{ .63¾	.85	8	{ 44	12
Taunton,	day	3.00	18.00	.56½	.75	8	{ 48	-

1 No work on Saturday.

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Granite Cutters — Con.								
Townsend,	hour	\$0.41	\$18.45	\$0.61½	\$0.82	8	45	12
Westford,	hour	.41	18.45	{ .61½	-	8	45	12
Worcester,	hour	.42	18.90	{ 1.63 .84	{ .84	8	45	12
Grocery and Provision Clerks. <i>(See Clerks.)</i>								
Hat and Cap Cutters.								
Amesbury (hat finishers),	2 -	2 -	2 -	-	-	9¾	52	12
Boston (cap cutters and blockers),	week	{ 16.00 18.00	16.00 18.00	.48 .54	{ .54	9	50	12
Boston (hat sizers),	week	13.00	13.00	-	-	9	50	12
Hod Carriers. <i>(See Building Laborers.)</i>								
Hoisting and Portable Engineers. <i>(See Building Trades.)</i>								
Horseshoers.								
Boston,	week	19.00	19.00	.50	.54	9	53	6
Haverhill,	week	{ 16.50 18.00	{ 16.50 18.00	- .54	{ - .54	9	50	12
Springfield (firemen),	week	{ 18.00- 21.00	{ 18.00- 21.00	{ 2 - 2 -	{ 2 - 2 -	9	{ 50 53	{ 4 -
Springfield (floormen),	week	{ 15.00- 17.00	{ 15.00- 17.00	{ 2 - 2 -	{ 2 - 2 -	9	{ 50 53	{ 4 -
Worcester: Firemen,	week	19.50	19.50	.50	-	9	50	12
Fitters and drivers,	week	18.00	18.00	.50	-	9	50	12
Floormen,	week	16.50	16.50	.50	-	9	50	12
Insulators and Asbestos Workers. <i>(See Building Trades.)</i>								
Iron Molders. <i>(See Molders.)</i>								
Iron Shipbuilders. <i>(See Boilermakers.)</i>								
Lamplighters.								
Boston,	day	2.00	14.00	-	-	8	56	-
Lathers. <i>(See Building Trades.)</i>								
Laundry Workers.								
Fall River,	week	{ 8.00 10.00 18.00	{ 8.00 10.00 18.00	-	-	{ 9 10	{ 54 60	-
Haverhill (men),	week	12.00	12.00	-	-	9	{ 49 52	-
Haverhill (women),	week	7.50	7.50	-	-	9	-	-

¹ Before darkness sets in; 84 cents afterward.² Piece rates.

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			Number of Months Saturday Half-holiday in Effect
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week		
Leather Workers.									
Boston (harness-makers), Lowell:	week	\$16.50	\$16.50	\$0.46 ² / ₃	\$0.62 ¹ / ₃	9	53	—	
Cellar help, . . .	hour	.20	10.00	.30	—	9	50	12	
Machine shaving, . . .	day	3.60	21.60	.50	—	9	49	12	
Seasoning, . . .	day	2.75	16.50	.37 ³ / ₄	—	9	49	12	
Staking, . . .	day	2.75	16.50	.37 ³ / ₄	—	9	49	12	
Tacking, . . .	day	3.00	18.00	.41 ² / ₃	—	9	49	12	
Trimming, . . .	day	2.25	13.50	.31 ¹ / ₄	—	9	49	12	
Lithographers.									
Boston:									
Artists, . . .	week	22.00	22.00	.68 ³ / ₄	.91 ² / ₃	8 ² / ₃	48	12	
Engravers, . . .	week	22.00	22.00	.68 ³ / ₄	.91 ² / ₃	8 ² / ₃	48	12	
Pressmen, . . .	week	24.00	24.00	.75	—	8 ³ / ₅	48	12	
Provers, . . .	week	25.00	25.00	.78 ¹ / ₈	—	8 ³ / ₅	48	12	
Transferers, . . .	week	25.00	25.00	.78 ¹ / ₈	—	8 ³ / ₅	48	12	
Springfield,	n.s.	n.s.	1 —	2 —	8 ² / ₃	48	12		
Longshoremen.									
Boston, . . .	hour	{ .30 .40 .50	17.70 23.60 29.50	.40 .50 .60	—	10	59	—	
Machinists.									
Athol:									
Apprentices, . . .	day	3 1.00	3 6.00	.16 ¹ / ₂	.22 ² / ₃	9	54	3	
Machinists, . . .	day	3 2.75	3 16.50	.45 ⁵ / ₆	.61 ¹ / ₆	9	54	3	
Specialists, . . .	day	{ 2.00- 4.00	12.00- 24.00	.33 ¹ / ₃ .66 ² / ₃	.44 ² / ₉ .88 ² / ₉	9	54	3	
Specialists (women), . . .	day	3 1.25	3 7.50	.20 ⁵ / ₆	.27 ⁷ / ₉	9	54	3	
Toolmakers, . . .	day	3 3.00	3 18.00	.50	.66 ² / ₃	9	54	3	
Boston:									
All-round men, . . .	day	{ 3.50 .38-	21.00 20. ⁵² -	— .57-	— .57-	9	54	—	
Blacksmiths, . . .	hour	{ .42 .28-	22.68 15.12-	.63 .42-	.63 .42-	9	54	—	
Machinists, . . .	hour	{ .35 .40-	18.95 21.60-	.52 ¹ / ₂ .60-	.52 ¹ / ₂ .60-	9	54	—	
Pattern makers, . . .	hour	{ .44 .33 ¹ / ₃	23.76 18.00	.66	.66	9	54	—	
Specialists, . . .	hour	4.00	24.00	—	—	9	54	—	
Tool makers, . . .	hour	{ .40- .47	21.60- 25.38	.60- .70 ¹ / ₂	.60- .70 ¹ / ₂	9	54	—	
Tool makers, . . .	week	15.00	15.00	.41 ² / ₃	.55 ⁵ / ₉	9	54	—	
Brockton, Fitchburg, . . .	—	—	—	1 —	1 —	9	53	2	
Framingham, . . .	—	—	—	1 —	—	9	54	6	
Greenfield, Lawrence, . . .	day	1.75	10.50	.29 ¹ / ₆	.38 ⁸ / ₉	9	54	—	
Lowell, . . .	day	2.25	13.50	.31 ¹ / ₄	.37 ¹ / ₂	9 ³ / ₄	54	12	
Lynn, New Bedford, Quincy, Springfield:	hour	{ .22- .35	11.88- 18.90	—	—	9 ³ / ₄	54	12	
Assemblers, . . .	hour	.30	16.20	.45	.60	{ 9 10	54	6	
Inspectors, . . .	hour	.25	13.50	.37 ¹ / ₂	.50	{ 9 10	54	6	
Punch pressmen, . . .	hour	.26 ¹ / ₂	14.31	.39 ³ / ₄	.53	{ 9 10	54	6	

¹ Time and one-half.² Double time.³ Minimum.⁴ One day work 9 hours, Saturday 5 hours.

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Machinists — Con.								
Springfield — Con.								
Straighteners,	hour	\$0.24	\$12.96	\$0.36	\$0.48	{ 9 110	{ 54 48	{ 6 4
Tool makers,	hour	.40	19.20	.40	.40	8	48	3
Taunton,	hour	.25	14.75	.25	.25	10	59	4
Waltham,	hour	{ .30- .32½	{ 15.00- 16.25	{ .45- .48½	{ .60- .65	9	50	3-12
Waltham (toolmakers), . .	hour	{ .32½- .44	{ 16.25- 22.00	{ .48½- .66	{ .65- .88	9	50	3-12
Worcester,	hour	{ .30- .35½	{ 15.90- 18.81½	{ .45- .53¼	{ .45- .53¾	9	53	2
Mailers.								
Boston,	{ day night	3.00 3.00	18.00 18.00	.50 .50	.37½ .43	8 7	48 42	-
Metal Polishers, Buffers, and Platers.								
<i>Buffers.</i>								
Amesbury,	day	{ 3.00 3.25	{ 18.00 19.50	.50 .54½	{ .66½ .72½	9	54	{ 3 4
Athol,	week	16.90	16.90	-	-	9	50	12
Boston,	day	{ 3.00- 3.50	{ 18.00- 21.00	{ .50- .58½	{ .66½- .78	9½	54	12
Lowell,	week	{ 13.00- 16.00	{ 13.00- 16.00	{ .29½- .36½	{ .35½- .43½	10	55	12
Montague,	week	15.00	15.00	-	-	9	54	-
Taunton,	day	2.75	16.50	-	-	9	54	-
Watertown,	2 -	2 -	2 -	-	-	9	54	-
Westfield,	hour	.37½	20.25	.50	.75	9	54	-
<i>Metal Polishers.</i>								
Amesbury,	day	3.00	18.00	.50	.66½	9	54	{ 3 4
Athol,	week	16.90	16.90	-	-	9	50	12
Boston,	day	{ 3.00- 3.50	{ 18.00- 21.00	{ .50- .58½	{ .66½- .78	9½	54	12
Boston (brass workers), . .	day	3.00- 3.50	18.00- 21.00	.50- .58½	.66½- .78	9½	54	12
Fitchburg,	week	16.50	16.50	.51½	.51½	8	48	-
Lowell,	week	{ 13.00- 16.00	{ 13.00- 16.00	{ .29½- .36½	{ .35½- .43½	10	55	12
Montague (heavy),	week	18.00	18.00	-	-	9	54	-
Montague (light),	week	16.50	16.50	-	-	9	54	-
Northampton,	day	3.00	18.00	-	-	9	54	4
Orange,	hour	{ .22- .35	{ 11.88- 18.90	-	-	9	54	-
Taunton,	day	3.50	21.00	-	-	9	54	-
Watertown,	2 -	2 -	2 -	-	-	9	54	-
Westfield,	hour	.37½	20.25	.50	.75	9	54	-
<i>Platers.</i>								
Boston,	day	{ 3.25- 5.00	{ 19.50- 30.00	{ .54½- .83½	{ .72½- 1.11½	9½	54	12
Taunton,	day	3.50	21.00	-	-	9	54	-
Watertown,	2 -	2 -	2 -	-	-	9	54	-
Molders.								
<i>Brass Molders.</i>								
Boston,	day	3.50	21.00	.57½	.78	9	54	-
Wakefield,	day	3.30	19.80	-	-	9	54	-

¹ One day work 9 hours, Saturday 5 hours.² Piece rates.

TABLE 9.—*Union Scale of Wages and Hours of Labor: By Occupations and Municipalities*—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			Number of Months Saturday Half-holiday in Effect
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week		
Molders—Con.									
<i>Coremakers.</i>									
Boston,	day	\$3.50	\$21.00	\$0.57½	\$0.78	9	54	—	
Chelsea,	day	3.50	21.00	—	—	9	54	—	
Fall River,	day	2.75	16.50	—	—	10	60	—	
Gardner,	day	3.00	18.00	.33½	.33½	9	54	—	
Montague (Millers Falls),	day	2.75	16.50	.45½	.61½	9	54	—	
Montague (Turners Falls),	day	3.25	19.50	.54½	.72½	9	54	—	
North Adams,	day	2.75	16.50	.45½	.45½	9	54	—	
Northampton,	day	2.75	16.50	.45½	.61½	9	54	—	
Pittsfield,	day	{ 2.50- 3.00	{ 15.00- 18.00	.34½- .41½	.34½- .41½	9	54	—	
Plymouth,	day	2.75	16.50	—	—	9	54	—	
Springfield,	day	3.10	18.60	.51½	.68½	9	54	—	
Worcester,	day	3.00	18.00	—	—	9	54	—	
<i>Iron Molders.</i>									
Boston (bench, floor, and machine),	day	3.25	19.50	—	—	9	54	—	
Fall River (bench and floor),	day	2.75	16.50	.41½	.55	10	60	{ 3	
Fitchburg,	day	{ 3.00 2.75	{ 18.00 16.50	.33½- —	—	9	54	{ 4	
Foxborough,	day	{ 3.00 2.75	{ 18.00 16.50	—	—	9	54	—	
Lynn,	day	2.75	16.50	—	—	9	54	—	
Montague (Millers Falls),	day	3.15	18.90	.52½	.70	9	54	—	
Montague (Turners Falls),	day	3.25	19.50	.54½	.72½	9	54	—	
New Bedford,	day	{ 2.25- 2.75	{ 13.50- 16.50	—	—	9	54	—	
Newburyport,	day	3.25	19.50	.54½	.72½	{ 9½	54	12	
North Adams,	day	{ 3.50 2.75	{ 21.00 16.50	.57½ .45½	.78 .45½	9	54	—	
Northampton,	day	{ 3.00 3.25	{ 18.00 19.50	.50 .54½	.50 .72½	9	54	—	
Norwood,	day	{ 2.75 3.00	{ 16.50 18.00	—	—	9	54	—	
Orange,	day	2.75	16.50	—	—	9	54	—	
Plymouth,	day	3.00	18.00	—	—	9	54	—	
Springfield,	day	3.25	19.50	.54½	.72½	9	54	—	
Wakefield,	day	3.30	19.80	—	—	9	54	—	
Waltham,	day	3.00	18.00	.50	.66½	9	54	—	
Watertown,	day	4.00	24.00	.66½	.88½	9	54	—	
<i>Molders, n. s.</i>									
Gardner,	day	2.75	16.50	.30½	.30½	9	54	—	
Lawrence,	day	3.25	19.50	.54½	.72½	{ 9½	54	12	
Lowell,	day	2.75	16.50	.45½	.61½	9	54	—	
Pittsfield,	day	{ 2.50- 3.00	{ 15.00- 18.00	.34½- .41½	.34½- .41½	9	54	—	
Worcester,	day	3.00	18.00	—	—	9	54	—	
Moving Picture Operators.									
Lawrence,	day	3.15	123.05	.75	—	8	56	—	
Lowell,	day	3.00	21.00	.50	.50	8	56	—	
Springfield,	week	{ 18.00 20.00	{ 18.00 20.00	.50	.75	7	49	—	
Municipal Employees.									
<i>Ashmen.</i>									
Boston,	day	2.50	15.00	—	—	8	44	12	
Brockton,	day	2.50	15.00	—	—	8	48	—	
Lowell,	day	2.25	13.50	—	—	8	48	3	
New Bedford,	day	2.25	13.50	—	—	{ 8½	48	12	
Winchester,	day	2.50	15.00	—	—	8	48	3	

¹ Sunday \$4.15 a day.

TABLE 9.—*Union Scale of Wages and Hours of Labor: By Occupations and Municipalities* — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Municipal Employees — Con.								
<i>Blacksmiths.</i>								
Beverly,	day	\$2.75	\$16.50	-	-	8	48	-
Boston,	day	3.00	18.00	-	-	8	44	12
Boston (Paving Dept.),	day	3.50	21.00	-	\$0.65 $\frac{1}{2}$	8	44	12
Brockton,	day	3.00	18.00	-	-	8	48	-
Brookline,	day	2.75	16.50	-	-	8	48	6
Cambridge,	day	3.16	18.96	-	-	8	48	6
Everett,	day	2.50	15.00	-	-	8	48	-
Fall River,	day	{ 2.50- 15.00- } 3.25 19.50	-	-	-	8 $\frac{1}{2}$	48	12
Hingham,	day	3.00	18.00	-	-	8	48	-
Lawrence,	day	3.00	18.00	-	-	8 $\frac{5}{6}$	48	12
Lowell,	day	{ 2.50- 15.00- } 3.00 18.00	-	-	-	8	48	3
Lynn,	hour	.38	18.24	-	-	-	48	-
Malden,	day	3.00	18.00	-	-	8	48	5
Medford,	day	3.00	18.00	-	-	8 $\frac{2}{3}$	48	12
New Bedford,	day	2.75	16.50	-	-	8 $\frac{1}{2}$	48	12
Newton,	day	2.50	15.00	-	-	8	48	3
Quincy,	day	2.75	16.50	-	-	8	48	6
Salem,	day	2.75	16.50	-	-	8	48	4
Somerville,	day	3.00	18.00	-	-	8	48	6
Whately,	day	3.00	18.00	-	-	8	48	-
Worcester,	hour	{ .38- 18.24- } .40 19.20	-	-	-	8	48	-
<i>Bracers.</i>								
Beverly,	day	2.25	13.50	-	-	8	48	-
Brockton,	day	2.50	15.00	-	-	8	48	-
Everett,	day	2.50	15.00	-	-	8	48	-
Fall River,	day	2.25	13.50	-	-	8 $\frac{1}{2}$	48	12
Lawrence,	day	2.25	13.50	-	-	8 $\frac{5}{6}$	48	12
Marlborough,	day	2.00	12.00	-	-	8	48	-
Medford,	day	2.25	13.50	-	-	8 $\frac{2}{3}$	48	12
New Bedford,	day	2.50	15.00	-	-	8 $\frac{1}{2}$	48	12
Newton,	day	2.50	15.00	-	-	8	48	3
North Adams,	day	2.00	12.00	-	-	8	48	-
Quincy,	day	2.25	13.50	-	-	8	48	6
Salem,	day	2.25	13.50	-	-	8	48	4
Springfield,	day	{ 2.50- 15.00- } 3.00 18.00	-	-	-	8	47	-
Waltham,	day	2.50	15.00	-	-	8	48	3
Worcester,	hour	.26 $\frac{1}{4}$	12.60	-	-	8	48	-
<i>Brick and Stone Masons.</i>								
Bedford,	day	4.00	24.00	-	-	9	54	-
Cambridge,	day	2.75	16.50	-	-	8	48	6
Chelsea (stone),	day	4.80	28.80	-	-	-	-	-
Everett,	day	{ 4.80- 5.60 }	28.80- 33.60	-	-	8	48	-
Fall River,	day	4.40	26.40	-	-	8 $\frac{1}{2}$	48	12
Fitchburg,	day	3.04	18.24	-	-	8	48	6
Haverhill (brick),	day	4.80	28.80	-	-	8	48	3
Haverhill (stone),	day	2.50	15.00	-	-	8	48	3
Lawrence (sewer),	hour	.70	33.60	-	-	8 $\frac{5}{6}$	48	12
Lynn (brick),	hour	.65	31.20	-	-	-	48	-
Lynn (stone),	hour	.40	19.20	-	-	-	48	-
Medford,	day	3.00	18.00	-	-	8 $\frac{2}{3}$	48	12
New Bedford,	day	2.75	16.50	-	-	8 $\frac{1}{2}$	48	12
Newburyport (brick),	hour	.55	26.40	-	-	8	48	-
Newburyport (stone),	hour	.45	21.60	-	-	8	48	-
Newton,	day	2.50	15.00	-	-	8	48	3
North Adams,	day	4.50	27.00	-	-	8	48	-
Oxford,	day	3.15	18.90	-	-	8	48	-
Quincy (brick),	hour	.60	28.80	-	-	8	48	6
Quincy (stone),	day	4.00	24.00	-	-	8	48	6
Somerville,	day	2.75	16.50	-	-	8	48	6
Springfield,	day	5.60	28.60	-	-	8	47	-

TABLE 9.—*Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Municipal Employees —Con.								
Brick and Stone Masons —Con.								
Taunton,	week	\$15.00	\$15.00	-	-	8	48	5
Waltham (brick),	hour	.75	36.00	-	-	8	48	3
Waltham (stone),	day	2.75	16.50	-	-	8	48	3
Winchester,	day	4.80	28.80	-	-	8	48	3
Worcester,	day	3.04	18.24	-	-	8	48	-
Carpenters.								
Boston,	day	3.50	21.00	-	-	8	44	12
Boston (Highway Dept.),	day	3.75	22.50	\$0.70 ⁵ / ₁₆	\$0.70 ⁵ / ₁₆	8	44	12
Brockton,	day	3.00	18.00	-	-	8	48	-
Brookline,	day	3.00	18.00	-	-	8	48	6
Cambridge,	day	3.50	21.00	-	-	8	45	6
Chelsea,	day	3.50	21.00	-	-	-	-	-
Everett,	day	2.25	13.50	-	-	8	48	-
Fall River,	day	{ 3.00- 3.36	18.00- 20.16	{ -	{ -	8½	48	12
Haverhill,	day	3.50	21.00	-	-	8	48	3
Hingham,	day	4.00	24.00	-	-	8	45	-
Holyoke,	day	3.28	19.68	-	-	1-	48	12
Lawrence,	day	{ 3.00- 3.28	18.00- 19.68	{ -	{ -	8½	48	12
Lynn,	hour	.38	18.24	-	-	-	48	-
Mashpee,	day	3.50	21.00	-	-	9	54	-
Milton,	day	4.00	24.00	-	-	-	-	-
New Bedford,	day	2.75	16.50	-	-	8½	48	12
Newton,	day	{ 3.00- 3.50	18.00- 21.00	{ -	{ -	8	48	3
Quincy,	day	3.60	21.60	-	-	8	48	6
Salem,	day	3.00	18.00	-	-	8	48	4
Somerville,	day	2.25	13.50	-	-	8	48	6
Waltham,	day	3.80	22.80	-	-	8	48	3
Worcester,	day	{ 3.20- 3.50	19.20- 21.00	{ -	{ -	8	48	-
Carpenters' Helpers.								
Boston,	day	2.75	16.50	-	-	8	44	12
Cambridge,	day	2.50	15.00	-	-	8	48	6
Caulkers								
Everett,	day	2.50	15.00	-	-	8	48	-
Haverhill,	day	2.50	15.00	-	-	8	48	3
Lawrence,	day	2.50	15.00	-	-	8½	48	12
Medford,	week	13.50	13.50	-	-	8½	48	12
Melrose,	day	3.00	18.00	-	-	8	48	-
New Bedford (water),	day	2.25	13.50	-	-	8½	48	12
Newburyport,	hour	.25	12.00	-	-	8	48	-
North Adams,	day	2.00	12.00	-	-	8	48	-
Salem,	day	2.50	15.00	-	-	8	48	4
Taunton,	day	2.50	15.00	-	-	8	48	5
Waltham,	day	2.60	15.60	-	-	8	48	3
Worcester (water),	hour	.28	13.44	-	-	8	48	-
Cement Workers and Mixers.								
Beverly,	day	2.25	13.50	-	-	8	48	-
Boston,	day	2.50	15.00	-	-	8	44	12
Brockton,	day	3.50	21.00	-	-	8	48	-
Cambridge,	day	2.25	13.50	-	-	8	48	6
Everett,	day	{ 3.00- 4.00	18.00- 24.00	{ -	{ -	8	48	-
Fall River,	day	2.25	13.50	-	-	8½	48	12
Fitchburg,	hour	{ 27- .38	12.96- 18.24	{ -	{ -	8	48	6
Haverhill,	day	3.00	18.00	-	-	8	48	3

¹ Work 9 hours on three days, 8 hours on two days, and 5 hours on Saturday.

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Municipal Employees								
—Con.								
<i>Cement Workers and Mixers</i>								
—Con.								
Lawrence,	day	\$2.25	\$13.50	—	—	8½	48	12
Lynn,	hour	.32½	15.60	—	—	—	48	—
Lynn (finishers),	hour	.60	28.80	—	—	—	48	—
Marlborough,	day	2.50	15.00	—	—	8	48	—
Medford,	day	2.25	13.50	—	—	8½	48	12
New Bedford,	day	2.25	13.50	—	—	8½	48	12
Newburyport,	hour	.35	12.00	—	—	8	48	—
Newton,	day	{ 2.25— 2.50	13.50— 15.00	—	—	8	48	3
North Adams,	day	{ 2.75— 3.50	16.50— 21.00	—	—	8	48	—
Salem,	day	3.00	18.00	—	—	8	48	4
Somerville,	day	{ 2.15— 2.75	12.90— 16.50	—	—	8	48	6
Southbridge (finishers),	day	3.50	21.00	—	—	—	—	—
Springfield,	day	2.25	13.50	—	—	8	47	—
Taunton,	day	3.00	18.00	—	—	8	48	5
Waltham,	day	2.00	12.00	—	—	8	48	3
Worcester,	hour	.40	19.20	—	—	8	48	—
<i>Chauffeurs.</i>								
Beverly,	day	2.25	13.50	—	—	8	48	—
Fall River,	day	3.00	18.00	—	—	8½	48	12
New Bedford,	week	{ 18.00— 20.00	18.00— 20.00	—	—	8½	48	12
Newton,	day	2.75	16.50	—	—	8	48	3
Worcester,	hour	{ .30— .32	14.40— 15.36	—	—	8	48	—
<i>City Employees, n. e. s.</i>								
Chelsea,	day	2.25	13.50	\$0.423½	\$0.423½	8	48	—
Fall River,	week	13.50	13.50	.28½	.28½	8½	48	12
Lynn,	week	14.40	14.40	—	—	8	48	—
Worcester,	day	1.20.00	12.00	.37½	.37½	8	48	—
<i>Derrickmen.</i>								
Beverly,	day	2.25	13.50	—	—	8	48	—
Brockton,	day	2.50	15.00	—	—	8	48	—
Everett,	day	2.25	13.50	—	—	8	48	—
Fall River,	day	2.25	13.50	—	—	8½	48	12
Lawrence,	day	2.25	13.50	—	—	8½	48	12
Lynn,	day	2.40	14.40	—	—	—	48	—
Medford,	day	2.25	13.50	—	—	8½	48	12
New Bedford,	day	2.25	13.50	—	—	8½	48	12
Newburyport,	hour	.25	12.00	—	—	8	48	—
Newton,	day	2.50	15.00	—	—	8	48	3
Salem,	day	2.50	15.00	—	—	8	48	4
Worcester,	hour	.28	13.44	—	—	8	48	—
<i>Drawtenders.</i>								
Boston,	week	23.01	23.01	.41½	.41½	8	56	—
Boston (first assistant),	week	19.17	19.17	.34½	.34½	8	56	—
Boston (second assistant),	week	17.25	17.25	.30½	.30½	8	56	—
Cambridge,	year	1,100.00	21.15	—	—	—	—	—
Cambridge (assistant),	year	850.00	16.35	—	—	8	56	—
<i>Drivers.</i>								
Boston (Sanitary and Street Cleaning Dept.),	day	2.25	13.50	—	—	8	44	12
<i>Dumpers.</i>								
Boston,	day	{ 2.25 2.50	13.50 15.00	.28½ .31½	.39½ .40½	8	44	12

¹ Minimum.

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Municipal Employees								
—Con.								
<i>Edge Stone Setters.</i>								
Brockton,	day	\$3.50	\$21.00	—	—	8	48	—
Cambridge,	day	4.50	27.00	—	—	8	48	6
Chelsea,	day	2.25	13.50	—	—	8	48	—
Everett,	day	4.00	24.00	—	—	8	48	—
Fall River,	day	2.50	15.00	—	—	8½	48	12
Fitchburg,	hour	.27	12.96	—	—	8	48	6
Haverhill,	day	2.75	16.50	—	—	8	48	3
Lawrence,	day	2.50	15.00	—	—	8½	48	12
Marlborough,	day	2.50	15.00	—	—	8	48	—
Medford,	day	3.00	18.00	—	—	8½	48	12
New Bedford,	day	2.75	16.50	—	—	8½	48	12
North Adams,	day	2.75	16.50	—	—	8	48	—
Salem,	day	2.50	15.00	—	—	8	48	4
Somerville,	day	2.75	16.50	—	—	8	48	6
Springfield,	day	2.50	15.00	—	—	8	48	—
Taunton,	week	15.00	15.00	—	—	8	48	5
Waltham,	day	2.75	16.50	—	—	8	48	3
Worcester,	hour	.32	15.36	—	—	8	48	—
<i>Gardeners.</i>								
Boston (Cemetery Dept.), .	day	{ 2.25 3.00	13.50 18.00	\$0.28½ .37½	\$0.28½ .37½	8	44	12
Boston (Public Grounds Dept.), .	day	3.50	21.00	—	—	8	44	12
<i>Hoisting and Portable Engineers.</i>								
Lowell,	day	3.50	21.00	.54¹¹¹₁₆	.54¹¹¹₁₆	8	48	—
<i>Horseshoers.</i>								
Boston,	day	3.17	19.02	—	—	8	44	12
Brookline,	day	3.00	18.00	—	—	8	48	6
Cambridge,	day	3.50	21.00	—	—	8	48	6
Lowell,	day	{ 3.20- 3.50	19.20- 21.00	—	—	8	48	3
New Bedford,	day	2.75	16.50	—	—	8½	48	12
Newton,	day	3.00	18.00	—	—	8	48	3
<i>Inspectors, Sanitary.</i>								
Boston,	day	3.50	21.00	—	{ 1.43³⁴ .87½ }	9	48	12
<i>Janitors.</i>								
Springfield,	year	{ 600.00- 1,200.00	—	—	—	2 8	48	12
<i>Laborers.</i>								
Abington (Moth Dept.), .	day	2.50	15.00	—	—	8	48	—
Berlin (Moth Dept.), .	day	3.00	18.00	—	—	8	48	—
Boston,	day	2.25	13.50	.28½	.39½	8	44	12
Boston (Cemetery Dept.), .	day	{ 2.25 3.00	13.50 18.00	.28½ .37½	.37½	8	44	12
Boston (Highway Dept.), .	day	2.25	13.50	.42½	.42½	8	44	12
Boston (Park Dept.), .	day	2.25	13.50	.28½	.28½	8	44	12
Boston (Public Grounds Dept.), .	day	2.25	13.50	.28½	.28½	8	44	12
Boston (sewer workers), .	day	2.25	13.50	.42½	.42½	8	44	12
Boston (Street Dept.), .	day	2.25	13.50	—	—	8	44	12
Brockton,	day	2.50	15.00	—	—	8	48	—
Brockton (Moth Dept.), .	day	3.00	18.00	—	—	8	48	—
Cambridge,	day	2.25	13.50	—	—	8	44	12
Concord (Moth Dept.), .	day	2.50	15.00	—	—	8	48	—
Everett (Highway Dept.), .	day	2.25	13.50	.28½	.28½	8	48	—
Fall River,	day	2.25	13.50	.28½	.28½	8½	48	12

¹ On Sunday regular rate, on holidays double time.

² On Sunday 3 hours, on Saturday 5 hours.

TABLE 9.—*Union Scale of Wages and Hours of Labor: By Occupations and Municipalities* — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Municipal Employees — Con.								
<i>Laborers — Con.</i>								
Groton (Moth Dept.), . . .	day	\$2.50	\$15.00	-	-	9	54	-
Haverhill, . . .	day	2.33½	14.00	-	-	8	48	3
Lowell, . . .	day	2.00	12.00	\$0.37½	\$0.50	8	48	-
Lynn, . . .	day	2.40	14.40	-	-	-	48	-
Malden, . . .	day	2.25	13.50	-	-	8	48	5
Malden (Moth Dept.), . . .	day	2.40	14.40	-	-	8	48	5
Manchester, . . .	day	2.40	14.40	-	-	8	48	-
Nahant, . . .	day	2.50	15.00	-	-	8	48	6
New Bedford, . . .	day	2.25	13.50	-	-	8½	48	12
New Bedford (Moth Dept.), . . .	day	2.50	15.00	-	-	8½	48	12
Peabody (Moth Dept.), . . .	day	2.50	15.00	-	-	8	48	-
Plymouth, . . .	hour	.30	14.40	-	-	8½	48	12
Rockport, . . .	day	2.40	14.40	-	-	8	48	-
Somerville, . . .	day	2.15	12.90	-	.27	8	48	5
<i>Ledgemen and Drillmen.</i>								
Beverly (drillmen), . . .	day	2.50	15.00	-	-	8	48	-
Beverly (ledgemen), . . .	day	{ 2.25 2.50	{ 13.50 15.00 } -	-	-	8	48	-
Brockton, . . .	day	2.50	15.00	-	-	8	48	-
Everett (drillmen), . . .	day	3.50	21.00	-	-	8	48	-
Everett (ledgemen), . . .	day	2.25	13.50	-	-	8	48	-
Fall River, . . .	day	2.25	13.50	-	-	8½	48	12
Fitchburg (drillmen), . . .	hour	.25	12.00	-	-	8	48	6
Gloucester, . . .	day	2.50	15.00	-	-	8	48	-
Haverhill (drillmen), . . .	day	3.00	18.00	-	-	8	48	3
Lawrence, . . .	day	2.25	13.50	-	-	8½	48	12
Lynn (drillmen), . . .	hour	.38	18.24	-	-	-	48	-
Marlborough, . . .	day	2.25	13.50	-	-	8	48	-
Medford (drillmen), . . .	day	3.00	18.00	-	-	8½	48	12
Medford (ledgemen), . . .	day	2.25	13.50	-	-	8½	48	12
New Bedford, . . .	day	2.50	15.00	-	-	8½	48	12
Newburyport, . . .	hour	.25	12.00	-	-	8	48	-
Newton (drillmen), . . .	day	2.75	16.50	-	-	8	48	3
Newton (ledgemen), . . .	day	2.50	15.00	-	-	8	48	3
Northampton (drillmen), . . .	day	2.50	15.00	-	-	8	48	-
Northampton (ledgemen), . . .	day	2.00	12.00	-	-	8	48	-
Salem (drillmen), . . .	day	2.50	15.00	-	-	8	48	4
Salem (ledgemen), . . .	day	2.25	13.50	-	-	8	48	4
Somerville (blasters), . . .	day	2.50	15.00	-	-	8	48	6
Somerville (drillmen), . . .	day	2.50	15.00	-	-	8	48	6
Waltham, . . .	week	15.00	15.00	-	-	8	48	3
Worcester (drillmen), . . .	hour	.32	15.36	-	-	8	48	-
Worcester (ledgemen), . . .	hour	{ .25 .28	{ 12.00- 13.44 } -	-	-	8	48	-
<i>Machine Drivers.</i>								
Boston, . . .	day	2.50	15.00	.31½	.40½	8	44	12
<i>Painters.</i>								
Brockton, . . .	day	2.75	16.50	-	-	8	48	-
Cambridge, . . .	day	3.00	18.00	-	-	8	48	6
Cummington, . . .	day	3.00	18.00	-	-	8	48	-
Everett, . . .	day	3.00	18.00	-	-	8	48	-
Fall River, . . .	day	{ 2.50- 3.00	{ 15.00- 18.00 } -	-	-	8½	48	12
Fitchburg, . . .	hour	.25	12.00	-	-	8	48	6
Holyoke, . . .	day	3.28	19.68	-	-	1-	48	12
Lawrence, . . .	day	3.00	18.00	-	-	8½	48	12
Medford, . . .	week	15.00	15.00	-	-	8½	48	12
New Bedford, . . .	day	2.75	16.50	-	-	8½	48	12
Newton, . . .	day	2.75	16.50	-	-	8	48	3
Pittsfield, . . .	day	3.55	21.30	-	-	8	48	-
Salem, . . .	day	2.50	15.00	-	-	8	48	4

1 Work 9 hours on 3 days, 8 hours on 2 days, and 5 hours on Saturday.

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		Number of Months Saturday Half-holiday in Effect
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	
Municipal Employees								
—Con.								
Painters — Con.								
Somerville,	day	{ \$2.15- 2.65	\$12.90- 15.90	{ -	-	8	48	6
Waltham,	day	2.50	15.00	-	-	8	48	3
Worcester,	hour	.38	18.24	-	-	8	48	-
Park Employees.								
Boston,	day	2.25	13.50	-	-	8	44	12
Pavers.								
Boston (Highway Dept.),	week	13.00	13.00	\$0.40 $\frac{1}{2}$	\$0.40 $\frac{1}{2}$	8	44	12
Boston (Paving Dept.),	day	3.00	18.00	.56 $\frac{1}{4}$	.56 $\frac{1}{4}$	8	44	12
New Bedford,	day	2.75	16.50	-	-	8 $\frac{1}{2}$	48	12
Pavers (Block and Cobble).								
Beverly (cobble),	day	3.00	18.00	-	-	8	48	-
Boston,	day	{ 3.00- 4.00	{ 18.00- 24.00	{ -	{ -	8	44	12
Brockton,	day	3.50	21.00	-	-	8	48	-
Brookline,	day	3.50	21.00	-	-	8	48	6
Cambridge (block),	day	{ 4.00- 4.50	{ 24.00- 27.00	{ -	{ -	8	48	6
Chelsea,	day	4.00	24.00	-	-	8	48	-
Everett,	day	4.00	24.00	-	-	8	48	-
Fall River (block),	day	{ 4.00- 5.00	{ 24.00- 30.00	{ -	{ -	8 $\frac{1}{2}$	48	12
Fall River (cobble),	day	2.25	13.50	-	-	8 $\frac{1}{2}$	48	12
Fitchburg,	day	3.04	18.24	-	-	8	48	6
Haverhill,	day	2.75	16.50	-	-	8	48	3
Holyoke,	day	5.30	31.80	-	-	1 $\frac{1}{2}$	48	12
Lawrence (block),	day	4.00	24.00	-	-	8 $\frac{5}{6}$	48	12
Lawrence (cobble),	day	2.50	15.00	-	-	8 $\frac{5}{6}$	48	12
Lowell,	day	4.00	24.00	-	-	8	48	3
Marlborough (cobble),	day	2.25	13.50	-	-	8	48	-
Medford,	week	18.00	18.00	-	-	8 $\frac{2}{3}$	48	12
New Bedford,	day	{ 2.50- 2.75	{ 15.00- 16.50	{ -	{ -	8 $\frac{1}{2}$	48	12
Newburyport,	hour	.25	12.00	-	-	8	48	-
Peabody,	day	3.50	21.00	-	-	8	48	6
Quincy (block),	day	4.00	24.00	-	-	8	48	4
Salem,	day	2.50	15.00	-	-	8	48	6
Somerville (block),	day	2.75	16.50	-	-	8	48	-
Springfield,	day	2.50	15.00	-	-	8	48	5
Taunton,	week	15.00	15.00	-	-	8	48	3
Waltham (block),	day	2.75	16.50	-	-	8	48	3
Waltham (cobble),	day	2.25	13.50	-	-	8	48	-
Worcester (block),	hour	.50	24.00	-	-	8	48	-
Worcester (cobble),	hour	{ .38- .40	{ 18.24- 19.20	{ -	{ -	8	48	-
Paring Laborers.								
Beverly,	day	2.50	15.00	-	-	8	48	-
Brockton,	day	3.50	21.00	-	-	8	48	6
Cambridge,	day	2.25	13.50	-	-	8	48	-
Chelsea,	day	2.25	13.50	-	-	8	48	-
Everett,	day	2.25	13.50	-	-	8 $\frac{1}{2}$	48	12
Fall River,	day	2.25	13.50	-	-	8 $\frac{1}{2}$	48	6
Fitchburg,	hour	.25	12.00	-	-	8	48	-
Gloucester,	day	2.50	15.00	-	-	8	48	3
Haverhill,	day	2.33 $\frac{1}{3}$	14.00	-	-	8	48	12
Lawrence,	day	2.25	13.50	-	-	8 $\frac{5}{6}$	48	-
Lynn,	hour	.35	16.80	-	-	-	48	-
Medford,	day	2.25	13.50	-	-	8 $\frac{2}{3}$	48	12
New Bedford,	day	2.25	13.50	-	-	8 $\frac{1}{2}$	48	12
Newburyport,	hour	.25	12.00	-	-	8	48	-

1 Work 9 hours on 3 days, 8 hours on 2 days, and 5 hours on Saturday.

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Municipal Employees — Con.								
<i>Paving Laborers</i> — Con.								
Quincy,	day	\$2.25	\$13.50	—	—	8	48	6
Salem,	day	2.50	15.00	—	—	8	48	4
Somerville,	day	2.15	12.90	—	—	8	48	6
Springfield,	day	2.25	13.50	—	—	8	47	—
Taunton,	day	2.25	13.50	—	—	8	48	5
Waltham,	day	2.00	12.00	—	—	8	48	3
Worcester,	hour	{ .24- .28	11.52- 13.44	}	—	8	48	—
<i>Pipe Layers</i> .								
Brockton,	day	2.75	16.50	—	—	8	48	—
Chelsea,	day	2.25	13.50	—	—	—	—	—
Everett,	day	2.50	15.00	—	—	8	48	—
Haverhill,	day	2.00	12.00	—	—	8	48	3
Lawrence,	day	2.25	13.50	—	—	8 ⁵ / ₆	48	12
Lynn,	day	2.64	15.84	—	—	—	48	—
Marlborough,	day	2.25	13.50	—	—	8	48	—
Medford,	day	2.25	13.50	—	—	8 ² / ₃	48	12
New Bedford,	day	2.50	15.00	—	—	8 ¹ / ₂	48	12
Newburyport,	hour	.25	12.00	—	—	8	48	—
Newton,	day	2.50	15.00	—	—	8	48	3
Quincy,	day	2.25	13.50	—	—	8	48	6
Salem,	day	2.50	15.00	—	—	8	48	4
Springfield,	day	2.50	15.00	—	—	8	47	—
Taunton,	day	2.50	15.00	—	—	8	48	5
Waltham,	day	{ .25- 2.80	13.50- 16.80	}	—	8	48	3
Worcester (water),	hour	.28	13.44	—	—	8	48	—
<i>Plumbers</i> .								
Boston,	day	3.00	18.00	—	—	8	44	12
Fall River,	day	3.25	19.50	—	—	8 ¹ / ₂	48	12
Lowell,	day	3.00	18.00	—	—	8	48	3
New Bedford,	day	{ 2.75- 3.00	16.50- 18.00	}	—	8 ¹ / ₂	48	12
Worcester,	day	4.00	24.00	—	—	8	48	—
<i>Rammers</i> .								
Beverly,	day	2.25	13.50	—	—	8	48	—
Boston,	day	{ 2.50- 2.75	15.00- 16.50	}	—	8	44	12
Brockton,	day	2.75	16.50	—	—	8	48	—
Cambridge,	day	2.25	13.50	—	—	8	48	6
Chelsea,	day	2.25	13.50	—	—	—	—	—
Everett,	day	2.50	15.00	—	—	8	48	—
Haverhill,	day	2.50	15.00	—	—	8	48	3
Lawrence,	day	2.50	15.00	—	—	8 ⁵ / ₆	48	12
Medford,	day	2.25	13.50	—	—	8 ² / ₃	48	12
New Bedford,	day	2.50	15.00	—	—	8 ¹ / ₂	48	12
Newburyport,	hour	.25	12.00	—	—	8	48	—
North Adams,	day	1.75	10.50	—	—	8	48	—
Quincy,	day	2.00	12.00	—	—	8	48	6
Salem,	day	2.50	15.00	—	—	8	48	4
Somerville,	day	{ 2.25- 2.50	13.50- 15.00	}	—	8	48	6
Springfield,	day	2.50	15.00	—	—	8	47	—
Taunton,	day	2.25	13.50	—	—	8	48	5
Waltham,	day	2.25	13.50	—	—	8	48	3
Worcester,	hour	.28	13.44	—	—	8	48	—
<i>Stablemen</i> .								
Beverly,	week	13.50	13.50	—	—	8	48	—
Beverly (head),	week	14.50	14.50	—	—	8	48	—

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Municipal Employees								
— Con.								
<i>Stablemen</i> — Con.								
Boston,	day	{ \$2.25 2.50	\$13.50 15.00	—	—	8	44	12
Brockton,	day	2.50	15.00	—	—	8	48	—
Brockton (head),	day	2.91	17.46	—	—	8	48	—
Cambridge,	week	15.00	15.00	—	—	8	48	6
Cambridge (head),	week	16.00	16.00	—	—	8	48	6
Chelsea,	week	14.00	14.00	—	—	—	—	—
Everett,	day	2.25	13.50	—	—	8	48	—
Fall River,	day	2.25	13.50	—	—	8½	48	12
Fitchburg,	hour	.25	12.00	—	—	8	48	6
Gloucester,	day	2.50	15.00	—	—	8	48	—
Lawrence,	day	2.25	13.50	—	—	8½	48	12
Lowell,	day	2.00	12.00	—	—	8	48	3
Lynn,	hour	.30	14.40	—	—	—	48	—
Malden,	day	2.00	12.00	—	—	8	48	5
Medford,	week	15.75	15.75	—	—	8²³⁵	48	12
Medford (head),	week	17.50	17.50	—	—	8²³⁵	48	12
New Bedford,	day	2.25	13.50	—	—	8½	48	12
New Bedford (head),	day	2.75	16.50	—	—	8½	48	12
Newburyport,	week	15.75	15.75	—	—	8	48	—
Newton,	day	2.25	13.50	—	—	8	48	3
Newton (head),	day	2.75	16.50	—	—	8	48	3
North Adams,	day	1.85	11.10	—	—	8	48	—
Pittsfield,	day	2.28	13.68	—	—	8	48	—
Quincy,	day	2.00	12.00	—	—	8	48	6
Salem,	week	14.00	14.00	—	—	8	48	4
Somerville,	day	{ 2.15- 2.25	12.90- 13.50	—	—	8	48	6
Somerville (head),	day	2.90	17.40	—	—	8	48	6
Springfield,	day	2.25	13.50	—	—	8	47	—
Taunton,	week	13.50	13.50	—	—	8	48	5
Waltham,	day	2.00	12.00	—	—	8	48	3
Winchester,	day	2.25	13.50	—	—	8	48	3
Worcester,	hour	.25	12.00	—	—	8	48	—
Worcester (head),	day	3.43	20.58	—	—	8	48	—
<i>Stationary Engineers.</i>								
Avon,	day	3.33½	20.00	—	—	—	—	—
Beverly,	day	2.75	16.50	—	—	8	48	—
Boston,	week	22.50	22.50	—	—	8	44	12
Brockton,	day	3.00	18.00	—	—	8	48	—
Brookline,	day	3.00	18.00	—	—	8	48	6
Cambridge,	day	3.00	18.00	—	—	8	48	6
Chelsea,	day	3.50	21.00	—	—	—	—	—
Everett,	day	2.50	15.00	—	—	8	48	—
Fall River,	day	3.00	18.00	—	—	8½	48	12
Fitchburg,	hour	.40	19.20	—	—	8	48	6
Haverhill,	day	3.50	21.00	—	—	8	48	3
Holyoke,	day	3.25	19.50	—	—	—	48	12
Lawrence,	day	3.00	18.00	—	—	8½	48	12
Lynn,	hour	.38	18.24	—	—	—	48	—
Marlborough,	day	3.00	18.00	—	—	8	48	—
Medford,	day	3.00	18.00	—	—	8½	48	12
New Bedford,	day	{ 3.00- 4.12	18.00- 24.72	—	—	8½	48	12
Newburyport,	week	18.00	18.00	—	—	8	48	—
Newton,	day	3.00	18.00	—	—	8	48	3
Quincy,	day	3.00	18.00	—	—	8	48	6
Salem,	week	20.00	20.00	—	—	8	48	4
Somerville,	day	3.00	18.00	—	—	8	48	6
Taunton,	day	3.00	18.00	—	—	8	48	5
Waltham,	week	{ 18.00- 22.00	18.00- 22.00	—	—	8	48	3
Worcester,	hour	.38	18.24	—	—	8	48	—

¹ Work 9 hours on 3 days, 8 hours on 2 days, and 5 hours on Saturday.

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Municipal Employees —Con.								
<i>Stationary Firemen.</i>								
Attleborough,	day	\$3.00	\$18.00	-	-	-	-	-
Beverly,	day	2.50	15.00	-	-	8	48	-
Boston,	day	2.50	15.00	-	-	8	44	12
Braintree,	day	2.50	15.00	-	-	-	-	-
Brockton,	week	17.00	17.00	-	-	8	48	-
Brookline,	day	2.71	16.26	-	-	8	48	6
Cambridge,	day	2.84	17.04	-	-	8	48	6
Everett,	day	2.50	15.00	-	-	8	48	-
Fall River,	day	2.50	15.00	-	-	8½	48	12
Fitchburg,	hour	.27	12.96	-	-	8	48	6
Framingham,	day	2.50	15.00	-	-	8	48	-
Haverhill,	day	3.00	18.00	-	-	8	48	3
Holyoke,	day	2.40	14.40	-	-	1 -	48	12
Lawrence,	day	2.25	13.50	-	-	8½	48	12
Lowell,	day	2.50	15.00	-	-	8	48	3
New Bedford,	day	2.25	13.50	-	-	8½	48	12
Newton,	day	2.25	13.50	-	-	8	48	3
Peabody,	day	2.62	15.72	-	-	8	48	-
Salem,	day	2.50	15.00	-	-	8	48	4
Somerville,	day	2.50	15.00	-	-	8	48	6
Springfield,	day	2.25	13.50	-	-	8	47	-
Worcester,	week	15.00	15.00	-	-	8	48	-
<i>Stone Cutters.</i>								
Boston (Highway Dept.),	day	3.00	18.00	\$0.56½	\$0.56½	8	44	12
Boston (Paving Dept.),	day	3.00	18.00	.56½	.56½	8	44	12
<i>Teamsters.</i>								
Athol,	day	2.75	16.50	-	-	9	54	-
Beverly (double),	day	2.33½	14.00	-	-	8	48	-
Beverly (single),	week	13.50	13.50	-	-	8	48	-
Boston (double),	week	13.37	13.37	-	-	8	44	12
Boston (helpers),	day	2.25	13.50	-	-	8	44	12
Boston (Highway Dept.),	day	2.25	13.50	.42½	.42½	8	44	12
Boston (single),	week	14.79	14.79	-	-	8	44	12
Bridgewater,	day	2.33½	14.00	-	-	-	-	-
Brockton,	day	2.50	15.00	-	-	8	48	-
Brookline,	day	2.41	14.46	-	-	8	48	6
Cambridge,	day	2.25	13.50	-	-	8	48	6
Chelsea (double),	day	2.50	15.00	-	-	-	-	-
Chelsea (single),	day	2.25	13.50	-	-	-	-	-
Danvers,	day	2.33½	14.00	-	-	8	48	-
Everett (double),	day	2.50	15.00	-	-	8	48	-
Everett (single),	day	2.25	13.50	-	-	8	48	-
Fall River (double),	week	15.00	15.00	.31½	.31½	8½	48	12
Fall River (single),	week	13.50	13.50	.28½	.28½	8½	48	12
Fitchburg,	hour	.27	12.96	-	-	8	48	6
Framingham,	day	2.50	15.00	-	-	8	48	-
Gloucester,	week	15.00	15.00	-	-	8	48	-
Haverhill,	day	2.33½	14.00	-	-	8	48	3
Lawrence,	day	2.25	13.50	-	-	8½	48	12
Lowell,	week	13.50	13.50	.42½	.56½	8	48	6
Lynn,	hour	.30	14.40	-	-	-	48	-
Malden,	day	2.37½	14.25	-	{ 2.44 .59½ }	8	48	5
Medford,	day	2.25	13.50	-	8½	48	12	
Melrose,	day	2.50	15.00	-	8	48	-	
New Bedford,	day	2.25	13.50	-	8½	48	12	
Newburyport,	week	15.75	15.75	-	8	48	-	
Newton (double),	day	2.25	15.00	-	8	48	3	
Newton (single),	day	2.00	12.00	-	8	48	3	
North Adams,	day	1.85	11.10	-	8	48	-	
Northampton (double),	day	2.00	12.00	-	8	48	-	

¹ Work 9 hours on 3 days, 8 hours on 2 days, and 5 hours on Saturday.² Time and one-half for Sunday, double time for holidays.

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Municipal Employees —Con.								
Teamsters — Con.								
Quincy (double),	day	\$2.33½	\$14.00	-	-	8	48	6
Quincy (single),	day	2.25	13.50	-	-	8	48	6
Salem (double),	week	14.00	14.00	-	-	8	48	4
Salem (single),	week	13.50	13.50	-	-	8	48	4
Somerville,	day	2.25	13.50	-	-	8	48	6
Springfield,	day	2.25	13.50	-	-	8	47	-
Stoughton,	week	14.75	14.75	-	-	8	48	-
Taunton (double),	week	14.00	14.00	-	-	8	48	5
Taunton (single),	week	13.50	13.50	-	-	8	48	5
Waltham (double),	day	2.25	13.50	-	-	8	48	3
Waltham (single),	day	2.10	12.60	-	-	8	48	3
Watertown (double),	week	15.00	15.00	-	-	1	48	12
Watertown (single),	week	14.00	14.00	-	-	1	48	12
Worcester,	day	2.00	12.00	-	-	8	48	-
Town Employees, n. e. s.								
Brookline,	day	2.25	13.50	\$0.28½	\$0.28½	8	48	6
Nahant,	day	2.50	15.00	-	-	8	48	6
Winchester:								
Cemetery Dept.,	day	2.25	13.50	-	-	8	48	3
Foremen, ast.,	day	3.00	18.00	-	-	8	48	3
Sewer Dept.,	day	2.25	13.50	-	-	8	48	3
Street Dept.,	day	2.25	13.50	-	-	8	48	3
Water Dept.,	day	2.25	13.50	-	-	8	48	3
Trenchmen.								
Beverly,	day	{ 2.25- 2.50 15.00 } 2.50- 13.50- 15.00	13.50- 13.50- 15.00	-	-	8	48	-
Boston,	day	{ 2.50- 2.50 15.00 }	-	-	-	8	44	12
Brockton,	day	2.50	15.00	-	-	8	48	-
Everett,	day	2.25	13.50	-	-	8	48	-
Fall River,	day	2.25	13.50	-	-	8½	48	12
Haverhill,	day	2.33½	14.00	-	-	8	48	3
Lawrence,	day	2.25	13.50	-	-	8½	48	12
Lynn,	hour	.33	15.84	-	-	8	48	-
Manchester,	day	2.40	14.40	-	-	8	48	-
Marlborough,	day	2.00	12.00	-	-	8	48	-
Medford,	day	2.25	13.50	-	-	8½	48	12
Nahant,	day	2.50	15.00	-	-	8	48	6
New Bedford,	day	2.25	13.50	-	-	8½	48	12
Newburyport,	hour	.25	12.00	-	-	8	48	-
Newton,	day	2.25	13.50	-	-	8	48	3
Northampton,	day	2.00	12.00	-	-	8	48	-
Quincy,	day	2.00	12.00	-	-	8	48	6
Rockport,	day	2.40	14.40	-	-	8	48	-
Salem,	day	2.25	13.50	-	-	8	48	4
Springfield,	day	2.25	13.50	-	-	8	47	-
Waltham,	day	2.00	12.00	-	-	8	48	3
Watertown,	day	2.50	15.00	-	-	1	48	12
Worcester,	hour	.26½	12.60	-	-	8	48	-
Newspaper Wagon Drivers. (See Teamsters.)								
Painters, House. (See Building Trades.)								
Painters, Ship.								
Boston,	hour	.50	22.00	-	1.00	8	44	12

¹ Work 9 hours on 4 days, 8 hours on 1 day, and 4 hours on Saturday.

TABLE 9.—*Union Scale of Wages and Hours of Labor: By Occupations and Municipalities* — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Painters, Sign. (See Building Trades.)								
Paperhangers. (See Building Trades.)								
Paper Makers.								
<i>Back Tenders.</i>								
Fitchburg,	day	\$1.95	\$11.70	—	{ \$0.48 $\frac{3}{4}$.43 $\frac{1}{3}$	8 9	48 54	{ —
Lee,	day	1.75	10.50	\$0.21 $\frac{7}{8}$	.21 $\frac{7}{8}$	{ 12 13	72	—
Montague,	week	15.00	15.00	.46 $\frac{7}{8}$	.46 $\frac{7}{8}$	8	48	—
<i>Beater Helpers.</i>								
Holyoke,	day	{ 1.75— 1.90	10.50— 11.40	—	—	8	48	—
<i>Beatermen.</i>								
Fitchburg,	day	2.10	12.60	—	{ .52 $\frac{1}{2}$.46 $\frac{2}{3}$	8 9	48 54	{ —
<i>Calendermen.</i>								
Holyoke,	day	{ 1.75— 2.50	10.50— 15.00	—	—	{ 9 10	48 54	12 12
<i>Engineers.</i>								
Lee,	day	2.50	15.00	.31 $\frac{1}{4}$	.31 $\frac{1}{4}$	{ 12 13	72	—
Montague,	day	2.50	15.00	.46 $\frac{7}{8}$	.46 $\frac{7}{8}$	8	48	—
West Springfield,	day	3.25	19.50	.40 $\frac{5}{8}$	.40 $\frac{5}{8}$	8	48	—
<i>Finishers.</i>								
Fitchburg,	day	2.35	14.10	—	{ .58 $\frac{3}{4}$.52 $\frac{2}{9}$	8 9	48 54	{ —
Holyoke,	day	{ 1.75— 2.50	10.50— 15.00	—	—	{ 9 10	48 54	12 12
<i>Fourth Hands.</i>								
Montague,	day	2.00	12.00	.37 $\frac{1}{2}$	.37 $\frac{1}{2}$	8	48	—
<i>Helpers.</i>								
Holyoke,	day	2.00	12.00	{ .37 $\frac{1}{2}$.27 $\frac{7}{11}$.23	.37 $\frac{1}{2}$.27 $\frac{7}{11}$.23	8 11 13	48 66 78	{ —
Lee,	day	1.50	9.00	.18 $\frac{3}{4}$	.18 $\frac{3}{4}$	{ 12 13	72	—
<i>Loftmen.</i>								
West Springfield,	day	2.00	12.00	.25	.25	8	48	—
<i>Machine Tenders.</i>								
Fitchburg,	day	3.10	18.60	—	{ .77 $\frac{1}{2}$.68 $\frac{8}{9}$	8 9	48 54	{ —
Lee,	day	3.00	18.00	.37 $\frac{1}{2}$	.37 $\frac{1}{2}$	{ 12 13	72	—
Montague,	hour	.44	21.12	.66	.66	8	48	—
West Springfield,	day	3.25	19.50	.40 $\frac{5}{8}$	.40 $\frac{5}{8}$	8	48	—
<i>Mill Hands.</i>								
Northampton,	day	{ 1.70— 2.70	10.20— 16.20	.31 $\frac{3}{8}$ — .50 $\frac{5}{8}$	.31 $\frac{3}{8}$ — .50 $\frac{5}{8}$	8	48	—

¹ Sixty-five per cent work eight hours.

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			Number of Months Saturday Half-holiday in Effect
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week		
Paper Makers—Con.									
<i>Paper Makers, n. e. s.</i>									
Holyoke,	day	\$3.35	\$20.10	{ \$0.63 .45 $\frac{1}{3}$.38 $\frac{3}{4}$	{ \$0.63 .45 $\frac{1}{3}$.38 $\frac{3}{4}$	{ 8 11 13	{ 48 66 78		-
Huntington,	day	4.00	24.00	.40	.40	10	60		-
<i>Plater Workers.</i>									
Holyoke,	week	{ 7.00- 10.00	{ 7.00- 10.00	-	-	10	54		12
<i>Repair Men.</i>									
Northampton,	day	{ 1.60- 3.10	{ 9.60- 18.60	.26 $\frac{2}{3}$.51 $\frac{2}{3}$	{ .26 $\frac{2}{3}$.51 $\frac{2}{3}$	{ 9	{ 54		-
<i>Third Hands.</i>									
Montague,	day	2.00	12.00	.37 $\frac{1}{2}$	.37 $\frac{1}{2}$	8	48		-
<i>Truck Men.</i>									
Fitchburg,	day	1.85	11.10	-	{ .46 $\frac{1}{4}$.41 $\frac{1}{2}$	{ 8 9	{ 48 54		-
<i>Wood Handlers.</i>									
Northampton,	day	{ 1.60 1.65	{ 9.60 9.90	.26 $\frac{2}{3}$.27 $\frac{1}{2}$	{ .26 $\frac{2}{3}$.27 $\frac{1}{2}$	{ 9	{ 54		-
<i>Yard Men.</i>									
Northampton,	day	{ 1.60- 1.90	{ 9.60- 11.40	.26 $\frac{2}{3}$.31 $\frac{2}{3}$	{ .26 $\frac{2}{3}$.31 $\frac{2}{3}$	{ 9	{ 54		-
Pattern Makers.									
Boston,	hour	.40	19.20	.60	.80	9	54		-
Lawrence,	hour	{ .32- .42	{ 17.28- 22.68	.48- .63	{ 48- 63	{ 9 $\frac{3}{4}$	{ 54		12
Pittsfield,	hour	.40	22.00	.50	.50	10	55		12
Springfield,	hour	{ .35- .45	{ 18.90- 27.00	.52 $\frac{1}{2}$.67 $\frac{1}{2}$	{ .52 $\frac{1}{2}$.67 $\frac{1}{2}$	{ 9 10	{ 54 60		-
Vorcester,	hour	{ .37 $\frac{1}{2}$ - .45	{ 20.63- 24.75	.56 $\frac{1}{4}$.67 $\frac{1}{2}$	{ .75- .90	{ 10	{ 55		12
Pavers and Rammermen.									
(See Building Trades and Municipal Employees.)									
Paving Cutters.									
Chelmsford,	hour	{ .40 $\frac{5}{8}$ - .40	19.50	-	-	8	48		-
Fall River,	hour	{ .40- .40	19.20	-	-	8	48		-
Glooucester,	hour	{ 3- 3-	-	{ 3- 3-	{ 3- 3-	8	48		-
Rockport,	hour	{ 3- 3-	-	{ 3- 3-	{ 3- 3-	8	48		-
Photo-Engravers.									
Boston:									
Commercial,	week	21.00	21.00	.65 $\frac{5}{8}$	.87 $\frac{1}{2}$	8 $\frac{1}{2}$	48		12
Newspaper, day,	week	25.00	25.00	.78 $\frac{1}{8}$	.78 $\frac{1}{8}$	8	48		-
Newspaper, night,	week	28.00	28.00	.87 $\frac{1}{2}$	.87 $\frac{1}{2}$	8	48		-
Springfield,	week	25.00	25.00	.76 $\frac{1}{2}$	1.02	9	49		12
Plasterers.									
(See Building Trades.)									

¹ Sixty-five per cent work eight hours.² Minimum; also piece prices.³ Piece rates.

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Plasterers' Tenders. <i>(See Building Laborers, under Building Trades.)</i>								
Plumbers, House. <i>(See Building Trades.)</i>								
Plumbers, Marine.								
Quincy,	hour	{ \$0.227 $\frac{9}{10}$.33 $\frac{1}{3}$	\$15.00- 18.00	{ \$0.41 $\frac{2}{3}$.50	{ \$0.555 $\frac{9}{10}$.66 $\frac{2}{3}$	{ 9	{ 54	-
Press Feeders.								
Boston (book and job),	day	2.50	15.00	-	-	8	48	-
Printing Pressmen.								
<i>Cylinder.</i>								
Boston,	week	22.00	22.00	{ .68 $\frac{3}{4}$.61 $\frac{1}{2}$	{ .91 $\frac{2}{3}$.81 $\frac{1}{4}$	8	48	4
Brockton,	day	3.25	19.50	{ 2.81 $\frac{1}{4}$	.81 $\frac{1}{4}$	8	48	3 -
Lowell,	week	19.50	19.50	.61	.81 $\frac{1}{4}$	8 $\frac{3}{4}$	48	12
Worcester,	week	18.00	18.00	.56 $\frac{1}{4}$	-	8	48	3
<i>Job.</i>								
Boston,	week	17.00	17.00	{ .53 $\frac{1}{8}$.51 $\frac{1}{2}$	{ .70 $\frac{5}{6}$.68 $\frac{3}{4}$	8	48	4
Brockton,	day	2.75	16.50	{ 2.68 $\frac{3}{4}$	.68 $\frac{3}{4}$	8	48	3 -
Lawrence,	week	16.50	16.50	.51 $\frac{1}{2}$	.68 $\frac{3}{4}$	8	48	-
Lowell,	week	15.00	15.00	.46 $\frac{1}{8}$	.62 $\frac{1}{2}$	8 $\frac{3}{4}$	48	12
Worcester (one press),	week	13.50	13.50	.42 $\frac{1}{8}$	-	8	48	3
Worcester (two press),	week	15.00	15.00	.46 $\frac{1}{8}$	-	8	48	3
<i>Pressmen, n. e. s.</i>								
Norwood,	week	22.00	22.00	.68 $\frac{3}{4}$	.91 $\frac{2}{3}$	8 $\frac{3}{4}$	48	12
<i>Web.</i>								
Boston:								
Brakemen (day work),	day	3.90	23.40	.83 $\frac{4}{7}$	1.11 $\frac{4}{7}$	7	42	-
Brakemen (night work),	day	3.90	23.40	.97 $\frac{1}{2}$	1.30	6	36	-
Journeymen (day work),	day	3.45	20.70	.74	.98 $\frac{4}{7}$	7	42	-
Journeymen (night work),	day	3.45	20.70	.86 $\frac{1}{4}$	1.15	6	36	-
Pressmen (day work),	day	4.15	24.90	.87	1.15 $\frac{4}{7}$	7	42	-
Pressmen (night work),	day	4.15	24.90	1.03 $\frac{3}{4}$	1.38 $\frac{1}{3}$	6	36	-
Fall River,	week	{ 22.50 25.00	{ 25.00	-	-	8	46	12
		{ 19.00	{ 19.00	.60	.80	8	48	-
Lawrence,	week	{ 23.00	{ 23.00	.72	.96	8 $\frac{3}{4}$	48	12
Lowell,	week	{ 21.00	{ 21.00	.65 $\frac{5}{8}$	.87 $\frac{1}{2}$	8 $\frac{3}{4}$	48	12
New Bedford,	week	{ 22.50	{ 22.50	-	-	8	46	12
Taunton,	week	{ 22.50	{ 22.50	-	-	8	46	12
		{ 25.00	{ 25.00	-	-	8	46	-
Worcester,	day	{ 3.50 4.50	{ 21.00 27.00	{ .65 $\frac{5}{8}$.84 $\frac{3}{4}$	{ .65 $\frac{5}{8}$.84 $\frac{3}{4}$	8	48	-
Quarry Workers.								
Chester:								
Blacksmiths,	hour	.28	15.12	.28	.28	9	453	-
Blacksmiths' helpers,	hour	.20	10.80	.20	.20	9	453	-
Derrickmen,	hour	.22	11.88	.22	.22	9	453	-
Derrickmen, head,	hour	.27	14.58	.27	.27	9	453	-

¹ Double time after midnight.² Double time after 10 P.M.³ Saturday half-holiday in some cases.⁴ Paid for 54 hours, although they work eight hours on Saturday.

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Quarry Workers — Con.								
Drill runners,	hour	\$0.25 .27 .28	\$13.50 14.58 15.12	\$0.25 .27 .28	\$0.25 .27 .28	9	1 53	-
Engineers,	hour	.27	14.58	.27	.27	9	1 53	-
Firemen,	hour	.27	15.12	.28	.28	9	1 53	-
Laborers,	hour	.20- .22	10.80- 11.88	.20- .22	.20- .22	9	1 53	-
Quarrymen, n. s., . . .	hour	.27	14.58	.27	.27	9	1 53	-
Tool sharpeners,	hour	.28	15.12	.28	.28	9	1 53	-
East Longmeadow:								
Blacksmiths,	hour	.34	18.02	.34	.34	9	53	-
Laborers,	hour	.21	11.13	.21	.21	9	53	-
Quarrymen, n. s., . . .	hour	.26½	14.05	.26½	.26½	9	53	-
Lowell (hoisting and portable engineers),	day	2.75	16.50	.43	.43	9	50	12
Milford:								
Blacksmiths,	hour	.43	20.64	2.64½	.86	8	48	6
Derrickmen, first,	hour	.31	14.88	2.46½	.62	8	48	6
Derrickmen, second,	hour	.29	13.92	2.43½	.58	8	48	6
Derrickmen, third,	hour	.26	12.48	2.39	.52	8	48	6
Quarrymen, n. s.,	hour	.30	14.40	2.45	.60	8	48	6
Quiney,	hour	.30	14.40	.30	.37½	8	48	-
Rockport,	hour	.25	12.00	.37½	.50	8	48	-
Railroad Employees.								
(See Steam Railroad Employees and Street Railway Employees.)								
Retail Clerks.								
(See Clerks.)								
Roofers and Helpers.								
(See Building Trades.)								
Rubber Workers.								
Brockton,	2 - 3 -	3 - 3 -	3 - 3 -	-	-	9	50	12
Easthampton,	3 -	3 -	3 -	-	-	10	55	12
Sail Makers.								
Gloucester,	hour	.33½	18.00	.50	.50	9	54	-
Sausage Makers.								
Cambridge,	week	{ 13.00- 18.00	13.00- 18.00	4 -	6 -	{ 9 10	54 60	-
Seamen.								
Boston:								
Boatswains,	month	{ 40.00 45.00	-	-	-	9	6 56	-
Quartermasters,	month	{ 35.00 40.00	-	-	-	9	6 56	-
Seamen,	month	{ 30.00 35.00	-	-	-	9	6 56	-
Watchmen,	month	{ 40.00 45.00	-	-	-	9	6 56	-

¹ Paid for 54 hours, although they work eight hours on Saturday.² May work two evenings overtime, one hour each, at regular rate.³ Piece rates.⁴ Time and one-half.⁵ Double time.⁶ Work two hours Sunday.

TABLE 9.—*Union Scale of Wages and Hours of Labor: By Occupations and Municipalities*—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Sheet Metal Workers. (See Building Trades.)								
Shipbuilders. (See Boilermakers and Iron Shipbuilders.)								
Shoe Clerks. (See Clerks.)								
Stablemen. (See Teamsters.)								
State Employees. <i>Metropolitan Park Employees.</i> Stoneham: Engineers, day \$3.25 \$19.50 \$0.40 ⁵ / ₈ \$0.40 ⁵ / ₈ 8 48 6 Foremen, day 2.75 16.50 .34 ³ / ₈ .34 ³ / ₈ 8 48 6 Gardeners, day 2.50 15.00 .31 ¹ / ₄ .31 ¹ / ₄ 8 48 6 Laborers, day 2.25 13.50 .28 ¹ / ₈ .28 ¹ / ₈ 8 48 6 In General: Drawtenders, week { 15.00 15.00 } - - 8 48 -								
Stationary Enginemen. (See Engineers.)								
Stationary Firemen. (See Firemen.)								
Steam Engineers. (See Engineers.)								
Steamfitters. (See Building Trades.)								
Steamfitters' Helpers. (See Building Trades.)								
Steamfitters, Marine. Boston, hour .45 21.60 .67 ¹ / ₂ .67 ¹ / ₂ 8 48 4 Quincy, hour { .27 ⁷ / ₉ - 15.00- 1.41 ² / ₃ - .55 ⁵ / ₉ - } 9 54 -								
Steam Railroad Employees. <i>Building Mechanics.</i> Boston, day 2.75 16.50 .45 ⁵ / ₆ .45 ⁵ / ₆ 9 53 2 Salem: Carpenters, day 2.65 15.90 2- 2- { 3 9 3 53 } - Laborers, day 1.80 10.80 2- 2- { 3 9 3 53 } - Painters, day 2.50 15.00 2- 2- { 3 9 3 53 } -								

¹ Double time after midnight.² Time and one-half for overtime and Sundays; regular rate holidays.³ Inside men, 53 hours, outside men, 58 hours.

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Steam Railroad Employees —Con.								
<i>Building Mechanics</i> — Con.								
Salem — Con. Plumbers,	day	\$2.65	\$15.90	1 -	1 -	{ 2 9 10	{ 2 53 58	{ -
Tinsmiths,	day	{ 2.25 2.75	{ 13.50 16.50	1 -	1 -	{ 2 9 10	{ 2 53 58	{ -
<i>Car Inspectors.</i>								
Boston,	hour	.24	{ 13.92 15.12	\$0.36	\$0.24	{ 10 11 11	{ 58 63	{ 2
Boston,	day	2.40	14.40	.24	.24	10	60	-
Boston (inside),	hour	.27	15.66	.40½	.24	10	58	2
Greenfield,	hour	.24	{ 16.80 18.48	.36	.24	{ 10 11 11	{ 70 77	{ -
Worcester,	hour	.24	18.48	.36	.24	11	77	-
<i>Car Repairers.</i>								
Boston,	hour	.25	13.50	.37½	.37½	9	54	3
Boston,	hour	26½	14.31	.39¾	.39¾	9	54	2
Fitchburg,	hour	{ 26½ 29	{ 14.05 15.37	.39¾	.39¾	9	53	2
Greenfield,	hour	.24	{ 16.80 18.48	.36	.24	{ 10 11 11	{ 70 77	{ -
Worcester,	hour	.24	14.40	.36	.36	10	60	-
<i>Car Workers.</i>								
Boston:								
Cabinet makers,	hour	.30	16.20	.45	.45	9	54	3
Carpenters,	hour	.28	15.12	.42	.42	9	54	3
Cleaners,	hour	.18	10.80	.27	.18	10	60	-
Fuel Department,	day	1.95	11.70	.29¾	.19½	10	60	-
Gas fillers,	hour	.22½	13.50	.33¾	.23½	10	60	2
Oilers,	hour	.21½	12.90	.32¾	.21½	10	60	2
Tinsmiths,	hour	.27	14.58	.40½	.40½	9	54	3
Track Department,	day	1.90	11.40	.28½	.19	10	58	-
Upholsterers,	hour	.26	14.04	.39	.39	9	54	3
Salem,	hour	26½	14.05	.39¾	.39¾	9	53	2
<i>Carpenters.</i>								
Boston,	day	3.00	18.00	.50	.50	9	53	-
Boston,	hour	.26	13.78	.39	.39	9	53	-
<i>Clerks, Railway.</i>								
Boston (Union A),	day	{ 1.70 3.25	{ 10.20 19.50	.21¾	.21¾	{ 9½ 9½	{ 57 57	{ 3 4
Boston (Union B),	day	1.75-	10.50-	.46½	.40½	{ 9½ 9½	{ 57 57	-
Boston (Union C),	day	3.50	21.00	.17½	.17½	{ 9½ 9½	{ 57 57	-
Boston (Union D),	week	{ 10.00 15.00	{ 10.00-	-	-	{ 8½ 8½	{ 45½ 45½	{ 12
Boston (Union E),	day	{ 2.15 2.50 2.75 3.00 3.25 3.50	{ 12.90 15.00 16.50 18.00 19.50 21.00	5 -	6 -	{ 9½ 9½	{ 56½ 56½	{ 3
Boston (Union F),	day	2.45	14.70	.25	.25	10	60	-
Fall River,	hour	{ .19- 26½	{ 11.40- 15.90	.19- .26½	.19- .26½	{ 10 10	{ 60 60	{ -

¹ Time and one-half for overtime.² Inside men, 53 hours; outside men, 58 hours.³ Every other Saturday for four months.⁴ Four hours or more to be paid a day's rate.⁵ Time and one-half.⁶ If work Sunday work seven hours.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities — Continued.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Steam Railroad Employees — Con.								
<i>Clerks, Railway — Con.</i>								
Fitchburg,	day	{ \$2 15- 2 75	\$12.90- 16.50	.21½ .30½	.21½ .30½	9	54	
Holyoke,	day	2.23	13.38	.23½	.23½	10	60	
Lawrence,	day	{ 1.70- 3.50	10.20- 21.60	.19- .39	.19- .39	9	54	
Lowell:								
Cashiers,	day	3.10	18.60	.31	.31	10	60	
Chief clerks,	day	3.10	18.60	.31	.31	10	60	
Correspondence clerks,	day	2.10	12.60	.21	.21	10	60	
Credit clerks,	day	2.40	—	—	—	—	68	
Miscellaneous clerks,	day	1.99	11.40	.19	.19	10	60	
Yard clerks,	day	2.10	12.60	.21	.21	10	60	
New Bedford,	week	{ 12.00- 20.00	12.00- 20.00	.20- .33½	.20- .33½	10	60	
Northampton,	hour	{ .19 .22	13.30 15.40	.19 .22	.19 .22	10	70	
Somerville,	day	2.50	17.50	.25	.25	10	70	
<i>Conductors, Railway.¹</i>								
The State,	day	{ 3.62 3.97½ 4.20	—	{ .36 .40 .42	{ .36 .40 .42	10	—	—
<i>See also Railroad Trainmen.</i>								
<i>Engineers, Locomotive.¹</i>								
Freight,	day	4.65	—	.46½	.46½	10	—	—
Passenger,	day	4.10	—	.41	.41	10	—	—
Switch,	day	{ 4.10 3.50	—	{ .41 .35	{ .41 .35	10	—	—
<i>Firemen, Locomotive.¹</i>								
Engine house,	day	2.50	—	.25	.25	10	—	—
Freight (consolidation type engine),	day	2.90	—	.29	.29	10	—	—
Local freight (consolidation type engine),	hour	.387	—	—	—	10	—	—
Freight (other, 57 tons or over),	day	2.75	—	.27½	.27½	10	—	—
Local freight (other, 57 tons or over),	hour	.366	—	—	—	10	—	—
Freight (less than 57 tons),	day	2.60	—	.26	.26	10	—	—
Local freight (less than 57 tons),	hour	.347	—	—	—	10	—	—
Passenger (consolidation type engine),	day	2.90	—	.29	.29	10	—	—
Passenger (70 tons or over),	day	2.60	—	.26	.26	10	—	—
Passenger (less than 70 tons),	day	2.40	—	.24	.24	10	—	—
Switching (consolidation type engine, 70 tons or over),	day	2.90	—	.29	.29	10	—	—
Switching (other engines),	day	2.20	—	.22	.22	10	—	—

¹ The rates of wages of employees engaged in the operation of steam railroad trains are uniform throughout the entire railroad system and for this reason the rates given cannot be assigned to any particular locality. In addition to guaranteed minimum rates for service, additional compensation is granted on the New York, New Haven, and Hartford Railroad, the Boston and Maine Railroad, and the Boston and Albany Railroad, such additional compensation being based on mileage covered, and in the case of engineers and firemen on the class of engine operated. The mileage rates are practically identical for these three railroad systems.

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.

OCCUPATIONS AND MUNICIPALITIES.	Units	RATES OF WAGES			HOURS OF LABOR			Number of Months Saturday Half-holiday in Effect
		Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	
Steam Railroad Employees —Con.								
<i>Firemen, Locomotive</i> — Con.								
Passenger,	day	\$2.00 2.45 2.40	— —	\$0.25 .24½ .24	\$0.25 .24½ .24	8 10	—	—
Switching,	day	2.60 .23½ .24	—	.26 .23½ .24	.26 .23½ .24	10 —	—	—
Worcester,	hour	.26 .29	—	.26 .29	.26 .29	— —	—	—
<i>Freight Handlers.</i>								
Boston,	day	2.14 2.14 2.14½	\$12.84 12.84 —	.30 .30 .30	.316 .30 .30	10 10 10	60 60 —	—
Boston,	hour	.21½	13.00	.30	.30	10	60	—
<i>Machinists.</i>								
Boston,	hour	.28½ .38½	15.11- 20.41	.42¾- .57¾	.28½- .38½	9	53	—
Boston (helpers),	hour	.23	12.42	.34½	.34½	9	54	—
Springfield:								
Air brake,	hour	.35½	18.82	.53¼	.53¼	9	53	2
Floor hands,	hour	.32- .33	16.96- 17.49	.48- .49½	.48- .49½	9	53	2
Machine hands,	hour	.34- .35½	18.02- 18.82	.51- .53¼	.51- .53¼	9	53	2
Round house,	hour	.31½- .33½	16.70- 17.76	.47¾- .50¾	.47¾- .50¾	9	53	2
<i>Maintenance-Of-Way Employees.</i>								
Boston:								
Foremen,	hour	.249- .32	14.44- 18.56	.374- .48	.374- .48	10	58	—
Foremen,	day	2.60- 3.25	15.60- 19.50	.39- .48¾	.39- .48¾	10	58	—
Laborers,	hour	.16	9.28	.24	.24	10	58	—
Laborers,	day	1.80	10.80	.27	.27	10	58	—
Trackmen,	hour	.17	9.86	.25½	.25½	10	58	—
Fitchburg:								
Carpenters, bridge,	day	2.65	15.90	.39¾	.39¾	10	58	—
Foremen,	day	2.75	16.50	.41½	.41½	10	58	—
Foremen, bridge,	day	3.25	19.50	.48¾	.48¾	10	58	—
Plumbers,	day	2.65	15.90	.39¾	.39¾	10	58	—
Second hands,	day	2.15	12.90	.32½	.32½	10	58	—
Section men,	day	1.80	10.80	.27	.27	10	58	—
Greenfield (trackmen),	day	1.80	10.80	.27	.27	10	58	—
Lowell:								
Foremen, asst. spare crew,	hour	.22½	13.05	.33¾	.33¾	10	58	—
Foremen, asst. yard,	hour	.26	15.08	.39	.39	10	58	—
Foremen, section,	hour	.26½	15.37	.39½	.39½	10	58	—
Foremen, spare crew,	hour	.31½	18.27	.47½	.47½	10	58	—
Foremen, yard,	hour	.32½	18.85	.48¾	.48¾	10	58	—
Track laborers,	hour	.18	10.44	.27	.27	10	58	—
Pittsfield:								
Apprentices,	hour	.18	10.44	.27	.27	10	58	—
Foremen, section,	hour	.27½	15.95	.41½	.41½	10	58	—
Laborers,	hour	.16	9.28	.24	.24	10	58	—
Section men,	hour	.17	9.86	.25½	.25½	10	58	—
Salem:								
Foremen, section,	day	2.60- 3.25	15.60- 19.50	.39- .48¾	.39- .48¾	10	58	—
Section men,	day	1.80	10.80	.27	.27	10	58	—
Section men (temporary),	day	1.60	9.60	.24	.24	10	58	—
Worcester:								
Foremen, road,	day	2.75	16.50	.41½	.41½	10	58	—
Foremen, yard, 1st class,	day	3.32	19.92	.49½	.49½	10	58	—
Foremen, yard, 2d class,	day	3.12	18.72	.46½	.46½	10	58	—

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect.
Steam Railroad Employees —Con.								
<i>Painters.</i>								
Boston,	hour	\$0.28	\$15.12	\$0.42	\$0.42	9	54	—
<i>Railroad Trainmen.^{1,2}</i>								
<i>Freight Service.³</i>								
Brakemen,	hour	{ .22- .28	{ 13.20- 16.80	{ .22- .28	{ .22- .28	{ 10	60	—
Brakemen,	day	{ 2.52½ 2.70	{ 15.12 16.20	{ .25½ .27	{ .25½ .27	{ 10	60	—
Conductors,	day	{ 3.63 3.97½	{ 21.78 23.85	{ .36½ ¹⁰ .39½ ¹⁰	{ .36½ ¹⁰ .39½ ¹⁰	{ 10	60	—
Flagmen,	day	2.42	14.52	.24½ ⁵	.24½ ⁵	10	60	—
<i>Passenger Service.⁴</i>								
Baggagemen,	day	2.75	16.50	.27	.27	10	60	—
Baggagemen (28 day service),	month	69.00	—	—	—	10	70	—
Brakemen,	day	{ 2.50 2.55	{ 15.00 15.30	{ .25 .25	{ .25 .25	{ 10	60	—
Brakemen (28-day service),	month	64.50	—	—	—	10	70	—
Conductors,	day	{ 4.20 4.50	{ 25.20 27.00	{ .42 .45	{ .42 .45	{ 10	60	—
Conductors (28-day service),	month	115.00	—	—	—	10	70	—
Conductors, assistant,	day	3.35	20.10	.33	.33	10	60	—
Conductors, assistant (28-day service),	month	92.00	—	—	—	10	70	—
<i>Yard Service.</i>								
Brakemen, day,	hour	{ .32 .33 .34	{ 19.20 19.80 20.40	{ .32 .33 .34	{ .32 .33 .34	{ 10	60	—
Brakemen, night,	hour	{ .34 .35 .36 .35	{ 20.40 21.00 21.60 21.00	{ .34 .35 .36 .35	{ .34 .35 .36 .35	{ 10	60	—
Conductors, day, ⁵	hour	{ .36 .37 .37 .37	{ 21.60 22.20 22.20 22.20	{ .36 .37 .37 .37	{ .36 .37 .37 .37	{ 10	60	—
Conductors, night, ⁶	hour	{ .38 .39	{ 22.80 23.40	{ .38 .39	{ .38 .39	{ 10	60	—
Switchmen,	hour	.26	15.60	.26	.26	10	60	—
<i>Railway Signalmen.</i>								
Boston:								
Assistants,	day	2.25	13.50	.35½	.35½	9½	56	—
Electricians,	day	{ 2.75 3.00	{ 16.50 18.00	{ .44 .48	{ .44 .48	{ 9½	56	—
Helpers,	day	{ 1.75 2.00	{ 10.50 12.00	{ .27½ .31½	{ .27½ .31½	{ 9½	56	—
Repairmen,	day	{ 2.50 2.75	{ 15.00 16.50	{ .39½ .44	{ .39½ .44	{ 9½	56	—

¹ See footnote 1 on page 98, ante.² In computing overtime less than one-half hour not counted as one-half, but each one minute over one-half hour thereafter counted as next full hour.³ Mileage in Freight Service for each 100 miles or less, either straightaway or turn-around is paid as follows: brakemen, 2.42 cents a mile; conductors, 3.63 cents a mile; flagmen, 2.525 cents a mile. Local or pick-up freight for 75 miles or less: brakemen, 2.7 cents a mile; conductors, 3.975 cents a mile; flagmen, 2.8 cents a mile; for over 75 miles: brakemen, 3.46 cents a mile; conductors, 4.8 cents, and flagmen 3.3 cents. Overtime an hour for brakemen, 34.6 cents; conductors, 43 cents; and flagmen, 36 cents; 10 miles to be equivalent to one hour.⁴ Mileage in Passenger Service is paid as follows: baggagemen, 1.55 cents a mile, not less than 177 miles; day; brakemen, 1.5 cents a mile, not less than 170 miles a day; conductors, 2.68 cents a mile, and assistant conductors 2.15 cents a mile, not less than 157 miles a day for each.⁵ Special rate of \$4.00 a day to three towns.⁶ Special rate of \$3.75 a night to one town.

TABLE 9.—*Union Scale of Wages and Hours of Labor: By Occupations and Municipalities*—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Steam Railroad Employees —Con. <i>Station Employees.</i>								
Boston:								
Baggage masters, . . .	day	\$2.50	\$17.50	\$0.25	\$0.25	10	70	-
Baggagemen, . . .	day	2.14	14.98	.21½	.21½	10	70	-
Baggage shippers, . . .	day	2.60	18.20	.26	.26	10	70	-
Crossing tenders, . . .	day	2.00	14.00	.20	.20	10	70	-
Station cleaners, . . .	day	1.85	12.95	.18½	.18½	10	70	-
Salem:								
Baggage department, . . .	day	{ 1.50- 1.85	{ 9.00- 11.10	{ .15- .18½	{ .22½- .27¾	10	60	-
Crossing department, . . .	day	{ 1.25- 1.85	{ 7.50- 11.10	{ .12½- .18½	{ .18½- .27¾	10	60	-
Freight checkers, . . .	day	2.15	12.90	.21½	.32½	10	60	-
Freight handlers, . . .	day	1.80	10.80	.18	.27	10	60	-
Receiving and delivery clerks, . . .	day	2.00	12.00	.20	.30	10	60	-
Springfield,	day	{ 1.80- 2.25	{ 10.80- 13.50	{ .18- .22½	{ .22½- .28½	10	60	-
Taunton,	day	{ 1.55- 1.75	{ 10.85- 12.25	{ -	{ 1- -	{ 90- 95	-	-
Worcester:								
Cheekmen,	day	2.15	12.90	-	-	10	60	-
Receiving and delivery clerks,	day	2.15	12.90	-	-	-	57	-
Truckers,	day	1.80	10.80	-	-	10	60	-
<i>Steamfitters.</i>								
Boston,	hour	{ .25- .32½ .20½	{ 13.50- 17.55 11.07-	{ .37½- .48¾ .30¾	{ .37½- .48¾ .30¾	{ 9	54	-
Boston (helpers), . . .	hour	{ .23	12.42	{ .34½	{ .34½	{ 9	54	-
<i>Telegraphers.</i>								
Operators (Albany Division),	day	{ 2.00- 2.09 2.14 2.25 2.30 2.35 2.41 2.46 2.57 2.67 1.87	{ 14.00- 14.63 14.98 15.75 16.10 16.45 16.87 17.22 17.99 18.69 13.09	{ 2- 2-	{ 2- 2-	{ 8- 12	{ 56- 84	-
Operators (Boston Division),	day	{ 2.00- 2.14 2.67 1.50 2.00 2.14 2.30 2.50 3.00 3.21 1.58 1.60	{ 14.00- 14.98 18.69 10.50 14.00 14.98 16.10 17.50 21.00 22.47 11.06 11.20	{ 2- 2-	{ 2- 2-	{ 8- 12	{ 56- 84	-
Station agents (Albany Division),	day	{ 1.77 2.00 2.30 2.50 3.00 3.21 1.58 1.60	{ 12.39 14.00 14.98 16.87 17.22 18.69	{ 2- 2-	{ 2- 2-	{ 8- 12	{ 56- 84	-
Station agents (Boston Division),	day	{ 2.00- 2.14 2.41 2.46 2.67	{ 14.00- 14.98 16.87 17.22 18.69	{ 2- 2-	{ 2- 2-	{ 8- 12	{ 56- 84	-

¹ Work Sunday at same daily rate.² Same rate for overtime, but not less than 25 cents an hour except in certain specified cases.

TABLE 9.—*Union Scale of Wages and Hours of Labor: By Occupations and Municipalities* — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half- holiday in Effect	
Steam Railroad Employees — Con. <i>Telegraphers</i> — Con.									
Towermen (Albany Division)	day	\$2.09 2.14 2.30 2.35 2.41 2.57 2.67 2.14 2.30 2.35 2.41 2.50 2.51 2.67	\$14.63 14.98 16.10 16.45 16.87 17.99 18.69 14.98 16.10 16.45 16.87 17.50 17.57 18.69		1 —	1 —	{ 8- 12	56- 84	—
Towermen (Boston Division),	day			1 —	1 —	{ 8- 12	56- 84	—	
<i>Tinsmiths.</i> Boston,	hour	{ .25½- .31½	13.77- 17.01	\$0.38½- .47½	\$0.38½- .47½	9	54	—	
Steamship Clerks. (See Clerks.)									
Steam Shovel and Dredge Men. (See Building Trades.)									
Steel and Copper Plate Printers. Boston,	2 —	2 —	2 —	—	—	8	45	12	
Stereotypers. (See Electrotypes.)									
Stone Cutters. Boston, Lee, Springfield, Worcester,	hour hour hour hour	.50 .50 .56½ .50	22.00 23.50 24.75 24.00	1.00 — .84½ —	1.00 — 1.12½ —	8 8 8 8	44 47 44 48	12 — 12 —	
Stone Masons. (See Building Trades.)									
Stove Mounters. Taunton, Watertown,	day hour	33.70 .40	22.20 21.60	.41½	—	9 9	54 54	—	
Street and Electric Railway Employees. <i>Barn Men.</i>									
Brockton, Springfield,	hour day	{ .23½- .26 1.65- 2.31	15.52- 18.20 11.55- 16.17	{ .34½- .39 .16½- .23½	{ .23½- .26 .16½- .23½	{ 10 10	{ 67- 70 70	—	

¹ Same rate for overtime, but not less than 25 cents an hour except in certain specified cases.² Piece rates.³ Average.⁴ Time and one-half after midnight.⁵ On Sunday 7 to 10 hours.

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.

OCCUPATIONS AND MUNICIPALITIES.	Units	RATES OF WAGES				HOURS OF LABOR		
		Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect.
Street and Electric Railway Employees—Con.								
<i>Blacksmiths.</i>								
Lowell,	hour	{ \$0.22- .25	\$15.40- 17.50	\$0.27½- .31½	\$0.27½- .31½	10	168	—
<i>Carpenters.</i>								
Lowell,	hour	{ .21- .25	14.70- 17.50	.26½- .31½	.26½- .31½	10	168	—
<i>Conductors.</i> (See Motormen.)								
<i>Machine Shop.</i>								
Boston,	hour	{ .24- .40	11.76- 19.60	.36- .60	{ —	9	49	12
Lowell,	hour	{ .20- .25	14.00- 17.50	.25- .31½	{ .25- .31½	10	168	—
Springfield,	day	{ 2.20- 2.47½	15.40- 17.33	.22- .24½	.22- .24½	10	70	—
<i>Motormen and Conductors.</i>								
Boston,	hour	{ .23- .26½	16.10- 18.55	{ .30	.30	2 10	70	—
Brockton,	hour	{ .23½- .27½	15.75- 19.25	{ .23½- .27½	{ .23½- .27½	{ 10	{ 67- 70	—
Chelsea,	hour	{ .27½- .27½	19.25	{ —	{ —	10	70	—
Dedham,	hour	{ .23½- .27½	15.28- 17.88	{ .23½- .27½	{ .23½- .27½	10	65	—
Fall River,	hour	{ .23½- .27½	14.81- 17.88	{ .23½- .27½	{ .23½- .27½	10	{ 63- 65	—
Gloucester,	hour	{ .23½- .27½	16.45- 19.25	{ —	{ —	10	70	—
Holyoke,	hour	{ .22- .26½	14.30- 17.79	{ .22- .26½	{ —	4 9½	{ 65 66½	—
Lawrence,	hour	{ .23½- .27½	16.45- 19.25	{ .23½- .27½	{ .23½- .27½	10	70	—
Lowell,	hour	{ .23½- .26½	16.45- 18.55	{ .23½- .26½	{ .23½- .26½	10	70	—
Lynn,	hour	{ .22½- .26½	13.50- 15.90	{ .22½- .26½	{ .22½- .26½	10	60	—
Quincy,	hour	{ .23½- .27½	16.22- 18.98	{ .23½- .27½	{ .23½- .27½	10	59	—
Salem,	hour	{ .23½- .27½	16.45- 18.55	{ .23½- .27½	{ .23½- .27½	10	70	—
Springfield,	hour	{ .23- .28½	16.10- 19.95	{ .23- .28½	{ .23- .28½	10	70	—
Woburn,	hour	{ .23½- .27½	16.45- 18.55	{ .23½- .27½	{ .23½- .27½	10	70	—
Worcester,	hour	{ .21½- .26½	13.55- 16.85	{ .21½- .26½	{ .21½- .26½	9	63	—
<i>Paint Shop.</i>								
Lowell,	hour	{ .17½- .23½	12.25- 16.45	{ .21½- .29½	{ .21½- .29½	10	168	—
<i>Pitmen and Helpers.</i>								
Fall River,	day	{ 1.94- 2.20	11.64- 15.40	{ .19½- .22	{ .19½- .22	10	{ 60- 70	—
Lowell,	hour	{ .16- .23	11.20- 16.10	{ .20- .28½	{ .20- .28½	10	168	—
<i>Sanders and Oilers.</i>								
Brockton,	week	13.90	13.90	.19½	.19½	10	{ 67- 70	—
Springfield,	day	1.92½	13.47	.19½	.19½	10	70	—

¹ Paid for 70 hours.² On Sunday 8½ hours.³ On Sunday 7 to 10 hours.⁴ On Sunday 8 to 9½ hours.⁵ On Sunday 9 to 9½ hours.

TABLE 9. — *Union Scale of Wages and Hours of Labor: By Occupations and Municipalities* — Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Street and Electric Railway Employees — Con.								
Winders.								
Lowell,	hour	{ \$0.16-. .26 2.25- 3 02½	\$11.20- 18.20 15.75- 21.18	\$0.20- .32½ .22½- .30¼	\$9.20- .32½ .22½- .30¼	{ 10 }	1 68	-
Springfield,	day					{ 10	68	-
Structural Iron Workers. (See Bridge and Structural Iron Workers.)								
Teamsters.								
Ambulance Drivers.								
Boston,	week	14.00	14.00	.25	.25	8	56	-
Bakery Wagon Drivers.								
Brockton,	week	{ 12.00- 20.00	{ 12.00- 20.00	-	-	10½	63	-
Chaussieurs.								
Framingham,	week	13.50	13.50	-	-	9½	57	-
Coal Handlers.								
Boston (supervisors),	week	20.50	20.50	.65	.55½	9	54	-
Springfield,	week	14.00	14.00	-	-	10	60	4
Springfield (helpers),	week	12.00	12.00	-	-	10	60	4
Westfield,	week	13.00	13.00	.25	-	2 10	60	-
Coal Teamsters.								
Haverhill,	week	14.00	14.00	.26	.26	9	54	3
Lawrence,	hour	.25	15.00	-	-	10	60	-
Lynn (double),	week	15.00	15.00	.41½	.41½	9	54	6
Lynn (single),	week	13.50	13.50	.34½	.34½	9	54	6
Marblehead,	day	2 16½	13.00	.25	.34½	9½	57	3
Waltham,	week	12.00	12.00	.22½	.33½	9	54	5
Worcester:								
One-horse,	week	13.00	13.00	.32½	.32½	10	60	4
Two-horse,	week	14.00	14.00	.35	.35	10	60	4
Three-horse,	week	15.00	15.00	.37½	.37½	10	60	4
Four-horse,	week	16.00	16.00	.40	.40	10	60	4
Express Teamsters.								
Haverhill,	week	15.00	15.00	.37½	.50	10	60	-
Lynn (double),	week	15.00	15.00	.38	.38	10	59	-
Lynn (single),	week	13.50	13.50	.34½	.34½	10	59	-
Furniture Teamsters.								
Haverhill,	week	13.50	13.50	.33¾	.45	10	60	-
Grain and Mason Supply Handlers.								
Springfield,	week	14.00	14.00	-	-	10	60	4
Ice Teamsters.								
Lynn,	week	17.00	17.00	-	-	-	-	-
Laundry Wagon Drivers.								
Boston (coat, towel, and apron),	week	3 12.00	3 12.00	.36½	.36½	11	66	-
Brockton,	week	3 12.00	3 12.00	-	-	4 9	54	-
Lumber Teamsters.								
Lynn (double),	week	15.00	15.00	.41	.41	10	55	12
Lynn (single),	week	13.00	13.00	.35½	.35½	10	55	12

¹ Paid for 70 hours.² Work 9 hours a day during five months of year.³ Minimum.⁴ Average.

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			Number of Months Saturday Half-holiday in Effect
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week		
Teamsters—Con.									
<i>Milk Wagon Drivers.</i>									
Boston,	week	\$18.00	\$18.00	—	—	16	70	—	
<i>Newspaper Wagon Drivers.</i>									
Boston:									
Depot,	week	16.00	16.00	\$0.30	\$0.46	10	70	—	
Route,	week	19.00	19.00	.30	.54 $\frac{1}{2}$	10	70	—	
Trucking,	week	19.00	19.00	.30	.54 $\frac{1}{2}$	10	70	—	
<i>Sand and Cement Teamsters.</i>									
Lynn (double),	week	15.00	15.00	.41 $\frac{2}{3}$	.41 $\frac{2}{3}$	9	54	—	
Lynn (single),	week	13.50	13.50	.37 $\frac{1}{2}$	.37 $\frac{1}{2}$	9	54	—	
<i>Stable and Garage Men.</i>									
Boston:									
Garage men,	week	14.00	14.00	—	—	11	¹ 65	—	
Harness cleaners,	week	15.00	15.00	—	—	11	¹ 65	—	
Hostlers,	day	2.00	13.00	—	—	11	¹ 65	—	
Washers,	week	16.00	16.00	—	—	11	¹ 65	—	
<i>Teamsters, General.</i>									
Fall River,	week	{ 10.00- 13.50	{ 10.00- 13.50	—	—	10	60	—	
Framingham (double),	week	13.50	13.50	—	.23 $\frac{2}{3}$	9 $\frac{1}{2}$	57	—	
Framingham (helpers),	week	12.00	12.00	—	.21	9 $\frac{1}{2}$	57	—	
Framingham (single),	week	12.00	12.00	—	.21	9 $\frac{1}{2}$	57	—	
Gloucester (double),	week	13.00	13.00	.25	.37 $\frac{1}{2}$	10	60	—	
Gloucester (single),	week	11.00	11.00	.25	.37 $\frac{1}{2}$	10	60	—	
Lowell (double),	week	15.00	15.00	.25	.25	10	60	—	
Lowell (single),	week	13.50	13.50	.22 $\frac{1}{2}$	.22 $\frac{1}{2}$	10	60	—	
Quincy:									
One-horse,	week	12.50	12.50	—	—	n.s.	n.s.	—	
Two-horse,	week	14.00	14.00	—	—	n.s.	n.s.	—	
Three-horse,	week	15.00	15.00	—	—	n.s.	n.s.	—	
Four-horse,	week	16.00	16.00	—	—	n.s.	n.s.	—	
Five-horse,	week	17.00	17.00	—	—	n.s.	n.s.	—	
Six-horse,	week	18.00	18.00	—	—	n.s.	n.s.	—	
Salem: ²									
One-horse,	week	13.00	13.00	—	.44	10	59	—	
Two-horse,	week	14.00	14.00	—	.47 $\frac{1}{2}$	10	59	—	
Three-horse,	week	15.00	15.00	—	.50 $\frac{5}{6}$	10	59	—	
Four-horse,	week	16.00	16.00	—	.54 $\frac{1}{4}$	10	59	—	
<i>Transfer Drivers.</i>									
Boston:									
Double auto,	week	16.00	16.00	.25	{ .40 .53 $\frac{1}{3}$	10	60	—	
Double auto helpers,	week	12.00	12.00	.25	{ .30 .40	10	60	—	
Double helpers,	week	11.00	11.00	.25	{ .27 $\frac{1}{2}$.36 $\frac{2}{3}$	10	60	—	
Double wagon,	week	15.00	15.00	.25	{ .37 $\frac{1}{2}$.50	10	60	—	
Single auto,	week	14.00	14.00	.25	{ .35 .46 $\frac{2}{3}$	10	60	—	
Single helpers,	week	10.00	10.00	.25	{ .25 .33 $\frac{1}{3}$	10	60	—	
Single wagon,	week	13.00	13.00	.25	{ .32 $\frac{1}{2}$.43 $\frac{1}{3}$	10	60	—	

¹ Work 5 hours on Sunday.² Lumber teamsters have Saturday half-holiday six months of year; coal teamsters four months.³ Time and one-half holidays, double time Sundays.

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.

OCCUPATIONS AND MUNICIPALITIES	RATES OF WAGES					HOURS OF LABOR			
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect	
Textile Operatives.									
<i>Beamers.</i>									
Adams,	hour	\$0 25 14.58	\$13.50 14.58	—	\$0.33 $\frac{1}{4}$.34 $\frac{1}{6}$	—	9 $\frac{3}{4}$	54	12
Lawrence,	week	{ 14.75	14.75	.34 $\frac{1}{6}$	{ }	—	9 $\frac{3}{4}$	54	12
<i>Beaming Room.</i>									
Palmer (slashers),	week	12.42	12.42	.34 $\frac{1}{2}$	—	10	54	12	
<i>Bleachers.</i>									
Palmer,	day	{ 1.25- 1.75	7.50- 10.50	.13- .18 $\frac{1}{10}$	{ }	—	10 $\frac{1}{2}$	58	12
<i>Carders.</i>									
Ludlow,	week	{ 7.00- 9.50	7.00- 9.50	.16 $\frac{1}{4}$ - .22	{ }	—	10	54	12
Palmer,	week	{ 5.00- 9.00	5.00- 9.00	.08 $\frac{2}{3}$ - .15 $\frac{1}{2}$	{ }	—	10 $\frac{1}{2}$	58	12
Warren,	week	8.00	8.00	.22	—	—	10	54	12
<i>Card Machine Operators.</i>									
North Andover,	hour	.30	16.20	.45	—	—	9 $\frac{3}{4}$	54	12
<i>Card Pickers, Ring Spinners, etc.</i>									
New Bedford:									
Card grinders,	week	10.50	10.50	—	—	9 $\frac{3}{4}$	54	12	
Card strippers,	week	8.25	8.25	—	—	9 $\frac{3}{4}$	54	12	
Picker room employees,	week	7.50	7.50	—	—	9 $\frac{3}{4}$	54	12	
Ring spinners,	week	9.00	9.00	—	—	9 $\frac{3}{4}$	54	12	
Speeder tenders,	week	10.50	10.50	—	—	9 $\frac{3}{4}$	54	12	
<i>Card Room Employees.</i>									
Fall River,	1 - week	1 - 7.29	1 - 7.29	— .20 $\frac{1}{4}$	—	9 $\frac{3}{4}$	54	12	
Palmer (card tenders),	week	7.29	7.29	.20 $\frac{1}{4}$	—	10	54	12	
<i>Cloth Room Workers.</i>									
Palmer,	day	{ 1.25- 1.75	7.50- 10.50	.13- .18 $\frac{1}{10}$	{ }	—	10 $\frac{1}{2}$	58	12
Palmer (yard machine),	hour	{ .16 $\frac{1}{2}$	8.91	.24 $\frac{3}{4}$	—	10	54	12	
<i>Dye House Employees.</i>									
Warren,	week	8.25	8.25	.23 $\frac{1}{12}$	—	10	54	12	
<i>Dyers.</i>									
Holyoke,	week	11.00	11.00	.30 $\frac{5}{9}$	—	9 $\frac{3}{4}$	54	12	
<i>Knitters.</i>									
Ware,	week	12.75	12.75	.23 $\frac{2}{3}$	—	9 $\frac{3}{4}$	54	12	
<i>Loomfixers.</i>									
Adams,	week	14.85	14.85	.27 $\frac{1}{2}$	\$0.27 $\frac{1}{2}$	9 $\frac{3}{4}$	54	12	
Boston (silk),	week	19.00	19.00	.35 $\frac{1}{5}$	.35 $\frac{1}{5}$	9 $\frac{3}{4}$	54	12
Chicopee,	week	15.00	15.00	.34 $\frac{3}{4}$	.34 $\frac{3}{4}$	9 $\frac{3}{4}$	54	12
Clinton,	week	14.04	14.04	—	—	9 $\frac{3}{4}$	54	12	
Fall River,	week	14.00	14.00	—	—	9 $\frac{3}{4}$	54	12	
Lawrence,	week	15.50	15.50	—	—	9 $\frac{3}{4}$	54	12	
Lawrence,	hour	.30	16.20	.37 $\frac{1}{2}$	—	9 $\frac{3}{4}$	54	12	
Lowell (fancy),	week	12.00	12.00	.27 $\frac{7}{9}$	.27 $\frac{7}{9}$	9 $\frac{3}{4}$	54	12
Lowell (plain),	week	13.50	13.50	.31 $\frac{1}{4}$	.31 $\frac{1}{4}$	9 $\frac{3}{4}$	54	12
New Bedford,	week	15.70	15.70	{ — .36 $\frac{1}{3}$	{ .43 $\frac{2}{3}$	9 $\frac{3}{4}$	54	12	
North Adams,	week	15.06	15.06	.34 $\frac{5}{6}$	—	9 $\frac{5}{6}$	54	12	
Palmer,	hour	.25	13.50	—	—	10	54	12	
Palmer (helpers),	hour	{ .16 $\frac{1}{2}$	8.91	—	—	10	54	12	

¹ Piece rates.

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Textile Operatives — Con.								
<i>Loomfixers</i> — Con.								
Salem,	week	{ \$13.00- 15.25	\$13.00- 15.25	.80 36 $\frac{1}{2}$ - .42 $\frac{1}{3}$	\$0.36 $\frac{1}{2}$ - .42 $\frac{1}{3}$	{ 9 $\frac{3}{4}$ 9 $\frac{5}{6}$	54	12
Taunton,	week	13.39	13.39	—	—	9 $\frac{5}{6}$	54	12
<i>Mule Spinners</i>								
Adams,	—	—	—	—	—	9 $\frac{3}{4}$	54	12
Fall River,	week	{ 13.00- 18.00	13.00- 18.00	—	—	9 $\frac{3}{4}$	54	12
Holyoke,	—	—	—	—	—	9 $\frac{3}{4}$	54	12
Lawrence,	week	14.50 1-	14.50 1-	—	—	9 $\frac{3}{4}$	54	12
Maynard,	—	—	—	—	—	9 $\frac{3}{4}$	54	12
New Bedford,	week	{ 14.00- 18.00	14.00- 18.00	—	—	9 $\frac{5}{6}$	54	12
Taunton,	—	—	—	—	—	9 $\frac{3}{4}$	54	12
Waltham,	week	14.50	14.50	—	—	9 $\frac{3}{4}$	54	12
<i>Perchers.</i>								
Lawrence,	hour	.2046	11.05	.2558	.2558	9 $\frac{3}{4}$	54	12
<i>Slashers.</i>								
Lawrence,	week	12.16	12.16	.28 $\frac{1}{4}$	—	9 $\frac{3}{4}$	54	12
<i>Slasher Tenders.</i>								
Fall River,	hour	.22 $\frac{1}{2}$	12.31	.22 $\frac{1}{2}$	—	9 $\frac{3}{4}$	54	12
<i>Spinners.</i>								
Ludlow,	week	{ 6.50- 9.50	6.50- 9.50	.15- .22	—	10	54	12
Palmer,	week	{ 3.50- 9.00	3.50- 9.00	.06 $\frac{1}{2}$ - .16 $\frac{2}{3}$	—	10	54	12
Palmer,	week	8.51	8.51	—	—	10	54	12
Palmer (fixers),	hour	.20 $\frac{1}{2}$	11.07	.30 $\frac{3}{4}$	—	10	54	12
Ware,	week	13.00	13.00	.24	—	9 $\frac{3}{4}$	54	12
Warren,	week	7.50	7.50	.21	—	10	54	12
<i>Tapers.</i>								
Adams,	hour	.30	16.20	—	—	9 $\frac{3}{4}$	54	12
<i>Textile Workers, n. e. s.</i>								
Ludlow,	week	{ 6.00- 8.00	6.00- 8.00	.13 $\frac{8}{9}$ - .18 $\frac{1}{2}$	—	10	54	12
New Bedford,	week	{ 6.00- 10.00	6.00- 10.00	—	—	9 $\frac{3}{4}$	54	12
North Adams,	—	1-	1-	—	—	{ 2 $\frac{9}{4}$ 10 $\frac{1}{2}$	2 $\frac{5}{4}$ 58	12
<i>Twisters.</i>								
Boston (silk),	week	18.00	18.00	.33 $\frac{1}{3}$	.33 $\frac{1}{3}$	9 $\frac{3}{4}$	54	12
<i>Warp Dressers.</i>								
Lawrence,	week	14.58	14.58	.33 $\frac{3}{4}$	—	9 $\frac{3}{4}$	54	12
<i>Warp Twisters.</i>								
New Bedford,	hour	.28 $\frac{1}{2}$	15.39	.35 $\frac{5}{8}$	—	9 $\frac{3}{4}$	54	12
<i>Waste Handlers.</i>								
Springfield (machine men),	week	11.70	11.70	.32 $\frac{1}{2}$	—	9	54	—
Springfield (pressmen),	week	13.20	13.20	.36 $\frac{2}{3}$	—	9	54	—
<i>Weavers.</i>								
Adams,	—	1-	1-	—	—	9 $\frac{3}{4}$	54	12
Auburn (rug),	—	1-	1-	—	—	9 $\frac{5}{6}$	51	12
Boston (silk),	hour	.27 $\frac{1}{2}$	14.85	.27 $\frac{1}{2}$	.27 $\frac{1}{2}$	9 $\frac{3}{4}$	54	12
Fall River (cotton),	—	1-	1-	—	—	9 $\frac{5}{6}$	54	12
Lowell (carpet),	—	1-	1-	—	—	9 $\frac{3}{4}$	54	12

¹ Piece rates.² Women work 54 hours a week, men work 58 hours.

TABLE 9.—Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Continued.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR		
	Units	Rates	Week	Overtime (Hour)	Sundays and Holidays (Hour)	Day	Week	Number of Months Saturday Half-holiday in Effect
Textile Operatives — Con.								
Weavers — Con.								
Ludlow,	1 -	1 -	1 -	-	-	10	54	12
Maynard,	week	{ \$5.00- 14.00	{ \$5.00- 14.00	-	-	9 $\frac{3}{4}$	54	12
New Bedford,	1 -	1 -	1 -	-	-	9 $\frac{3}{4}$	54	12
Palmer,	week	{ 5.00- 10.00	{ 5.00- 10.00	\$0.09 $\frac{1}{4}$ - .18 $\frac{1}{2}$	-	10	54	12
Ware,	week	14.00	14.00	.26	-	9 $\frac{3}{4}$	54	12
Warren,	week	8.50	8.50	.23 $\frac{2}{3}$	-	10	54	12
Worcester (carpet),	1 -	1 -	1 -	-	-	10 $\frac{1}{6}$	56	12
Winders.								
Ludlow,	week	{ 6.00- 9.00	{ 6.00- 9.00	.13 $\frac{3}{5}$ - .20 $\frac{5}{6}$	-	10	54	12
Wool Sorters.								
Barre,	week	18.00	18.00	.38 $\frac{3}{4}$	\$0.62	10 $\frac{1}{2}$	58	12
Holyoke,	week	18.60	18.60	.34 $\frac{4}{9}$	-	9 $\frac{3}{4}$	54	12
Lawrence,	week	15.00	15.00	.34 $\frac{3}{4}$	.34 $\frac{3}{4}$	9 $\frac{3}{4}$	54	12
Lowell,	week	15.50	15.50	-	-	9 $\frac{3}{4}$	54	12
Lowell (mohair),	week	16.00	16.00	-	-	9 $\frac{3}{4}$	54	12
Woolen and Cotton Yarn Workers.								
Lawrence,	hour	.15	8.10	.18 $\frac{3}{4}$	.18 $\frac{3}{4}$	9 $\frac{3}{4}$	54	12
Yardmen.								
Palmer,	hour	.15 $\frac{1}{2}$	8.37	.23 $\frac{1}{4}$	.23 $\frac{1}{4}$	10	54	12
Warren,	week	8.05	8.05	.22 $\frac{2}{9}$	.22 $\frac{2}{9}$	10	54	12
Theatrical Stage Employees.								
Carpenters.								
Boston,	week	-	-	2 -	2 -	3 -	3 -	-
Fitchburg,	week	18.00	18.00	-	-	3 -	3 -	-
Lawrence,	week	21.00	21.00	-	-	3 -	3 -	-
New Bedford,	week	17.00	17.00	.35	.470	9	54	-
North Adams,	week	25.00	25.00	-	.5 -	3 -	40	-
Salem,	week	25.60	25.00	-	-	-	3 -	-
Worcester,	week	22.00	22.00	.46	.692	-	48	-
Electricians.								
Boston,	week	-	-	2 -	2 -	3 -	3 -	-
Fitchburg,	week	13.50	13.50	.40	.4.40	-	-	-
New Bedford,	week	18.00	18.00	.35	.4.70	9	54	-
Salem,	week	20.00	20.00	-	-	-	3 -	-
Worcester,	week	16.00	16.00	.30	.68	-	48	-
Flynmen.								
Boston,	week	-	-	2 -	2 -	3 -	3 -	-
Fitchburg,	week	13.50	13.50	.40	.4.40	-	-	-
New Bedford,	week	12.50	12.50	.35	.4.70	9	54	-
General Stage Employees.								
Lowell,	7 -	1.50	8 -	.40	.4.60	3 -	3 -	-
Salem,	7 -	1.25	8 -	.35	.4.50	-	-	-

¹ Piece rates.² Time and one-half paid for overtime and for Sunday.³ Number of hours governed by class of theatre and of production.⁴ No overtime for holidays.⁵ Time and one-half paid for Sundays.⁶ Double time paid for Sundays only.⁷ Performance.⁸ Depends on number of performances.

TABLE 9.—*Union Scale of Wages and Hours of Labor: By Occupations and Municipalities—Concluded.*

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES.					HOURS OF LABOR		
	Units	Rates	Week	Overtime	Sundays and Holidays	Day	Week	Number of Months Saturday Half-holiday in Effect.
				(Hour)	(Hour)			
Theatrical Stage Employees—Con.								
<i>Grips.</i>								
Boston,	1 -	2 -	3 -	4 -	4 -	5 -	5 -	-
Fitchburg,	week	\$13.50	\$13.50	\$0.40	\$0.40	-	-	-
Lawrence,	1 -	1.00	3 -	-	-	5 -	5 -	-
New Bedford,	week	12.50	12.50	.35	.70	9	54	-
Worcester,	week	16.00	16.00	.30	.60	-	48	-
<i>Picture Machine Operators.</i>								
Fitchburg,	week	18.00	18.00	.40	.40	-	-	-
Salem,	week	20.00	-	-	-	-	-	-
Worcester,	week	20.00	20.00	.50	\$1.00	-	36	-
<i>Propertymen.</i>								
Boston,	week	-	-	4 -	4 -	5 -	5 -	-
Fitchburg,	week	15.00	15.00	-	-	-	-	-
New Bedford,	week	14.00	14.00	.35	.70	9	54	-
<i>Propertymen (Assistant).</i>								
Fitchburg,	1 -	.50	3 -	.40	.40	-	-	-
New Bedford,	week	9.00	9.00	.35	.70	9	54	-
<i>Second Hands.</i>								
New Bedford,	week	14.00	14.00	.35	.70	9	54	-
<i>Tile Layers.</i>								
(See Building Trades.)								
Tobacco Strippers.								
Springfield:								
All around strippers and bookers,	week	8.00	8.00	.33 $\frac{1}{3}$	.33 $\frac{1}{3}$	8 $\frac{1}{2}$	48	12
Binder strippers,	week	7.00	7.00	.29 $\frac{1}{6}$	.29 $\frac{1}{6}$	8 $\frac{1}{2}$	48	12
Booking and stripping fillers,	week	8.00	8.00	.33 $\frac{1}{3}$	.33 $\frac{1}{3}$	8 $\frac{1}{2}$	48	12
Brander and stampers,	week	8.00	8.00	.33 $\frac{1}{3}$	.33 $\frac{1}{3}$	8 $\frac{1}{2}$	48	12
Machine workers,	week	9.00	9.00	.37 $\frac{1}{2}$	.37 $\frac{1}{2}$	8 $\frac{1}{2}$	48	12
Selectors,	week	8.00	8.00	.33 $\frac{1}{3}$	.33 $\frac{1}{3}$	8 $\frac{1}{2}$	48	12
Wrapper bookers,	week	9.00	9.00	.37 $\frac{1}{2}$	.37 $\frac{1}{2}$	8 $\frac{1}{2}$	48	12
Wrapper bookers and strippers,	week	8.00	8.00	.33 $\frac{1}{3}$	.33 $\frac{1}{3}$	8 $\frac{1}{2}$	48	12
Wrapper strippers,	week	7.00	7.00	.29 $\frac{1}{6}$	.29 $\frac{1}{6}$	8 $\frac{1}{2}$	48	12
<i>Waiters.</i>								
(See Cooks.)								

¹ Performance.² Depends on class of theatre.³ Depends on number of performances.⁴ Time and one-half paid for overtime and for Sunday.⁵ Number of hours governed by class of theatre and of production.⁶ No overtime for holidays.

TABLE 10.—*Percentage of Membership of Trade Unions Unemployed (All*

	QUARTERS ENDING —	The State	Boston	Brockton	Fall River	Fitchburg	Haverhill
1	March 31, 1908,	17.9	16.9	10.1	1-	1-	1-
2	June 30, 1908, ¹	14.4	16.1	15.3	6.2	1-	10.0
3	September 30, 1908,	10.6	10.3	11.4	12.7	1-	3.1
4	December 31, 1908,	13.9	15.2	9.7	5.5	13.2	7.0
5	March 31, 1909,	11.4	11.8	8.6	7.1	1-	4.1
6	June 30, 1909,	6.4	6.9	7.6	6.4	4.4	6.5
7	September 30, 1909,	4.8	4.1	6.4	7.4	2.6	4.4
8	December 31, 1909,	9.4	9.2	8.2	11.6	6.1	2.0
9	March 31, 1910,	7.1	8.1	4.5	5.5	4.0	6.9
10	June 30, 1910,	7.0	6.6	6.3	6.5	1.5	3.8
11	September 30, 1910,	5.6	5.1	3.5	6.6	1.4	3.0
12	December 31, 1910,	10.2	9.9	4.2	11.2	2.3	3.0
13	March 31, 1911,	10.4	7.1	20.7	16.0	4.2	5.5
14	June 30, 1911,	6.6	4.8	3.5	37.5	1.1	1.0
15	September 30, 1911,	5.6	5.0	4.1	16.3	1.4	2.4
16	December 30, ² 1911,	9.7	8.1	4.3	15.0	5.7	3.1
17	March 30, ² 1912,	14.1	7.5	17.0	9.7	7.7	5.1
18	June 29, ² 1912,	5.3	5.3	7.4	2.9	2.9	9.6
19	September 30, 1912,	4.7	3.9	5.8	2.9	1.8	6.5
20	December 31, 1912,	9.1	11.4	3.3	6.5	5.5	7.5

¹ Membership reporting was not sufficiently large to justify use of returns for comparative purposes.

² Owing to the fact that the respective dates — December 31, 1911, March 31, 1912, and June 30, 1912 — fell on Sunday, the date chosen for the returns in each case was the day preceding.

Causes) at the Close of Each Quarter, 1908-1912: By Principal Cities.

Holyoke	Lawrence	Lowell	Lynn	New Bedford	Quiney	Salem	Springfield	Worcester	
1 -	38.9	32.8	4.0	43.5	1 -	1 -	1 -	11.1	1
1 -	17.3	8.4	19.3	15.4	1 -	1 -	5.8	14.0	2
1 -	14.6	10.0	5.3	13.2	2.5	1 -	3.3	8.4	3
20.4	14.3	12.6	7.3	39.9	4.0	8.7	12.4	11.8	4
12.2	7.8	14.2	5.4	12.3	5.4	17.8	7.4	6.3	5
2.6	5.5	7.1	8.1	14.2	1.5	11.4	2.3	3.7	6
1.5	3.1	11.0	7.5	7.9	2.3	12.5	2.7	3.0	7
6.4	16.7	8.8	7.0	13.4	9.1	7.3	6.2	7.6	8
3.6	9.1	7.3	6.7	11.2	3.5	7.5	3.6	5.2	9
3.6	17.1	12.8	16.1	9.1	3.5	4.7	2.5	2.6	10
2.5	7.5	14.0	9.6	7.4	1.8	5.8	4.3	4.2	11
22.4	14.1	20.0	8.1	20.2	12.1	6.4	6.5	6.0	12
9.0	16.0	17.0	8.8	15.3	8.5	6.4	8.6	7.3	13
7.4	16.4	8.9	6.0	12.1	1.7	2.8	5.1	5.7	14
2.1	10.0	7.5	4.9	10.1	2.8	2.0	4.2	4.8	15
19.7	18.1	12.0	4.5	13.0	22.0	4.5	7.5	9.4	16
17.6	3.1	80.6	11.9	8.5	4.1	5.6	4.3	11.3	17
6.1	2.9	6.2	8.6	4.5	1.9	2.7	1.7	3.7	18
1.4	10.0	4.5	10.9	4.6	1.4	2.7	1.9	3.3	19
11.1	20.2	2.9	8.1	5.7	3.8	4.4	3.7	7.7	20

³ The unemployment of the textile operatives during the memorable strike that occurred in Lawrence early in 1912 is not represented in this percentage for the reason that prior to March 30, 1912, nearly, if not quite, all of the strikers had returned to work.

⁴ In explanation of this unusually high percentage unemployed for *all causes* it should be stated that over 9,000 organized textile workers in Lowell who were involved in a strike pending on March 30 were included in the aggregate number reported as unemployed on that date.

TABLE 11.—*Percentage of Membership of Trade Unions Unemployed (All Causes)*

OCCUPATIONS.	1908				1909			
	March 31	June 30	Sep- tember 30	De- cember 31	March 31	June 30	Sep- tember 30	De- cember 31
1 Barbers,	2.3	3.6	3.4	4.2	2.8	1.7	1.9	3.0
2 Bartenders,	2-	16.5	10.4	13.7	13.3	20.7	13.6	16.2
3 Boot and shoe workers,	8.0	18.2	17.1	6.4	12.8	8.0	7.1	3.3
4 Bottlers and drivers,	11.1	5.3	2-	12.4	9.7	1.8	10.1	14.0
5 Brewery workers,	3.2	14.1	9.3	7.3	10.0	8.9	9.8	9.4
6 Bricklayers, masons, and plasterers,	62.8	41.2	24.2	43.3	32.5	8.0	6.1	34.0
7 Carpenters,	18.0	8.0	2.9	15.5	14.6	3.2	1.9	10.1
8 Cigarmakers,	15.7	4.8	10.4	40.6	13.6	0.8	5.5	6.5
9 Clerks, railway,	1.5	7.9	0.9	0.9	0.7	1.1	0.0	0.0
10 Clerks, retail,	3.5	2.1	2.6	2.7	4.2	4.8	2.5	2.3
11 Compositors,	10.1	7.4	8.5	6.5	4.8	4.9	4.4	3.6
12 Cooks and waiters,	2-	26.2	2.8	7.7	6.9	0.9	3.4	0.8
13 Electrical workers,	13.3	16.4	10.7	7.0	2.7	2.5	0.1	2.9
14 Engineers (locomotive),	2-	0.0	3.2	4.8	1.8	3.1	2.8	2.8
15 Engineers (stationary),	40.5	2.6	3.0	2.5	3.7	2.9	1.5	1.1
16 Firemen (locomotive),	2-	18.3	0.1	1.1	0.0	1.0	2.3	1.8
17 Firemen (stationary),	4.7	6.9	6.1	4.0	2.4	2.4	5.5	1.7
18 Freight handlers and clerks,	4.4	22.1	11.1	3.6	5.2	5.4	4.1	3.7
19 Garment workers,	32.6	50.2	26.7	43.8	6.2	6.3	0.0	8.2
20 Granite cutters,	21.0	1.1	2.9	14.7	3.6	4.4	1.2	17.2
21 Hod carriers and building laborers,	13.9	43.2	16.7	49.1	41.3	23.0	2.6	25.8
22 Machinists,	9.6	8.0	16.7	8.5	3.2	3.1	2.4	2.4
23 Molders (iron and brass),	31.2	20.4	17.4	17.7	7.5	5.5	3.3	24.1
24 Municipal employees,	77.6	5.0	9.0	13.1	21.5	2.0	1.5	14.7
25 Painters, decorators, and paperhanglers,	27.4	22.0	15.0	34.0	22.8	6.9	3.2	38.3
26 Paper and pulp makers,	0.0	0.0	87.8	1.4	0.0	2.5	3.4	0.0
27 Plumbers, gasfitters, and steamfitters,	17.6	11.0	5.5	11.7	20.4	6.0	1.3	5.7
28 Printing pressmen,	6.9	12.6	6.4	5.8	5.9	5.3	3.4	5.2
29 Station agents and employees,	2-	2-	2-	0.4	0.1	0.7	0.5	0.3
30 Street and electric railway employees,	0.1	3.3	2.6	3.7	3.3	1.8	2.6	2.2
31 Teamsters and drivers,	18.5	6.7	9.4	11.4	14.9	2.3	7.4	1.7
32 Telegraphers (railroad),	1.9	1.1	0.2	1.5	1.0	1.0	0.6	0.8
33 Textile operatives,	43.9	13.6	15.5	20.9	6.7	7.0	5.1	12.6
34 Trainmen, railroad,	2-	2.8	2.3	2.8	2.5	1.7	1.4	2.2

¹ Owing to the fact that the respective dates — December 31, 1911, March 31, 1912, and June 30, 1912 — fell on Sunday, the date chosen for the returns in each case was the day preceding.

at the Close of Each Quarter, 1908-1912: By Principal Occupations.

1910				1911				1912			
March 31	June 30	Septem- ber 30	De- cember 31	March 31	June 30	Septem- ber 30	De- cember 30 ¹	March 30 ¹	June 29 ¹	Septem- ber 30	De- cember 31
1.7	1.5	1.7	3.3	1.8	1.7	2.5	2.2	2.0	0.7	1.5	2.7
7.0	6.8	9.6	3.6	5.1	5.8	4.1	6.0	4.2	4.3	4.5	5.5
7.4	9.6	7.9	5.0	12.0	4.4	4.5	2.3	13.9	8.3	9.2	4.6
19.2	2.1	6.3	33.3	2-	1.7	14.6	19.4	3.7	1.3	5.4	19.9
9.4	4.3	3.9	4.0	7.5	5.5	7.8	10.2	9.4	7.0	7.6	5.5
19.8	5.6	5.1	31.6	39.2	14.5	7.8	39.4	31.4	4.6	3.8	1.9
6.5	3.8	3.6	12.9	14.3	3.6	4.4	15.9	14.7	2.4	2.4	8.9
8.8	4.0	3.0	5.5	8.4	1.8	3.8	5.2	5.4	3.0	2.1	4.1
1.2	1.0	0.3	0.6	1.3	0.7	0.4	0.9	0.6	0.2	0.3	0.4
3.3	1.8	1.8	3.2	2.7	2.0	2.2	2.4	2.1	2.1	1.8	1.4
4.2	4.1	4.1	2.5	4.9	5.0	7.8	5.9	6.9	7.9	4.8	4.3
5.7	7.0	6.3	7.8	9.7	4.1	3.0	6.9	2.5	2.0	9.0	5.0
5.9	1.8	4.2	10.2	16.6	3.8	4.5	3.2	5.0	2.9	10.4	4.7
3.0	3.5	7.5	5.3	4.1	5.1	6.4	5.8	5.8	10.0	8.5	10.3
3.6	1.1	1.3	3.7	1.5	1.6	2.4	2.4	2.1	1.7	1.3	1.8
0.6	1.4	1.2	2.1	2.8	1.6	1.4	1.6	1.2	2.2	1.0	1.4
2.8	1.1	2.6	1.4	2.7	1.5	1.8	1.3	3.3	2.6	3.0	2.3
3.5	12.3	3.8	8.2	16.1	14.4	4.7	4.4	11.2	2.3	1.2	0.9
11.6	4.3	22.1	37.2	12.9	9.0	10.7	22.3	3.1	22.0	27.6	56.7
4.3	2.0	2.1	13.9	25.5	11.4	6.9	37.7	21.8	5.4	3.2	20.3
4.6	8.4	12.1	13.9	14.6	4.4	4.5	31.6	42.3	4.4	2.9	21.5
2.9	4.4	5.2	6.5	3.3	3.6	5.4	3.4	4.8	4.2	5.6	2.0
4.3	4.3	6.8	28.7	9.5	23.9	8.6	20.1	10.9	18.9	16.8	25.1
7.6	1.7	3.0	22.7	22.1	15.6	10.9	25.7	9.9	2.8	5.6	3.9
4.9	3.8	7.1	30.1	10.6	8.2	6.8	31.0	19.2	5.0	2.6	36.7
1.4	1.5	0.8	2.3	2.4	6.9	10.1	0.0	1.3	0.2	0.1	0.4
10.6	2.5	1.3	4.2	13.2	2.6	0.8	6.5	11.2	1.1	1.2	3.2
3.3	4.7	2.9	5.1	4.2	3.4	4.1	4.5	3.4	2.2	1.1	2.9
1.1	2-	0.0	1.1	7.5	1.0	0.7	2.1	0.5	1.3	1.1	1.0
2.5	1.9	1.7	3.5	2.9	1.7	2.1	1.6	2.0	1.7	1.7	4.7
21.2	11.2	1.5	8.5	5.2	1.1	1.9	2.6	7.6	6.1	0.4	2.0
1.8	0.5	0.9	1.5	1.0	0.5	0.7	1.7	0.2	0.8	1.1	0.8
8.7	17.9	7.5	8.6	9.7	21.3	11.9	7.5	29.1	2.4	5.3	12.9
2.4	1.4	1.6	2.4	3.5	2.3	2.6	3.3	2.2	2.4	3.5	2.5

² At the close of this quarter no reports relative to this occupation were received.

APPENDIX I.

INDUSTRIAL UNIONISM IN THE UNITED STATES.

Early in 1912 there occurred in Lawrence, Massachusetts, a strike of textile workers which attracted attention far beyond the borders of this State not merely because of the very large number of operatives involved (somewhat over 20,000) and the duration of the strike, but particularly because it signalized the introduction into the industrial life of New England of a form of unionism commonly known as "industrial unionism."

There are so many varying opinions as to the methods to be pursued in the promotion of "industrial unionism" that it is difficult to define the term with any large degree of definiteness, but in its essential principles it is understood to be a revolutionary labor movement which aims to abolish the present "wages system" and to substitute therefor a form of industrial socialism under which the management of the various branches of industry shall be turned over to the workers themselves. In order to accomplish this purpose, it is proposed to organize all workingmen into a few large industrial groups each representative of a large branch of industry, so that by means of one general strike or a succession of wide-spread strikes the workers can assume control and direction of the industries in which they are engaged.

The Lawrence strike was conducted, through its representatives sent to Lawrence for the purpose, by the Industrial Workers of the World, an organization which was founded in 1905 on the principle of industrial unionism, and is judged

to be the best example of an industrial union in this country at the present time.

The principle of industrial unionism is by no means a new one even in America. It is quite commonly supposed to be a modification of a similar movement in European countries known as "syndicalism," but a history of the movement in America shows that while the two movements have many points in common and the development of the one has influenced that of the other, the American movement has had its origin in the activities of earlier American organizations. Among these may be mentioned the Knights of Labor, which, for so many years, occupied the leading place among federations of labor in this country and which was organized on an industrial basis, each "assembly" or subordinate body covering a wide range of occupations instead of being confined to a single craft. Likewise the American Railway Union, which conducted the great Pullman strike in 1894, and the Western Federation of Miners, which conducted the Colorado strike in 1904, were organized on an industrial basis. The Western Federation of Miners was the largest and most strongly organized of the unions which in June, 1905, were represented in a conference held for the express purpose of organizing the working class upon an industrial basis. At this conference the Industrial Workers of the World was organized and a constitution was adopted the preamble to which, as amended in 1908, is as follows:

The working class and the employing class have nothing in common. There can be no peace so long as hunger and want are found among millions of working people and the few, who make up the employing class, have all the good things of life.

Between these two classes a struggle must go on until the workers of the world organize as a class, take possession of the earth and the machinery of production, and abolish the wage system.

We find that the centering of the management of industries into fewer and fewer hands makes the trade unions unable to cope with the ever growing power of the employing class. The trade unions foster a state of affairs which allows one set of workers to be pitted against another set of workers in the same industry, thereby helping defeat one another in wage wars. Moreover, the trade unions aid the employing class to mislead the workers into the belief that the working class have interests in common with their employers.

These conditions can be changed and the interest of the working class upheld only by an organization formed in such a way that all its members in any one industry, or in all industries, if necessary, cease work whenever a strike or lockout is on in any department thereof, thus making an injury to one an injury to all.

Instead of the conservative motto, "A fair day's wages for a fair day's work," we must inscribe on our banner the revolutionary watchword, "Abolition of the wage system."

It is the historic mission of the working class to do away with capitalism. The army of production must be organized, not only for the every day struggle with capitalists, but also to carry on production when capitalism shall have been overthrown. By organizing industrially we are forming the structure of the new society within the shell of the old.

Knowing, therefore, that such an organization is absolutely necessary for our emancipation, we unite under the following constitution:¹

The constitution as originally adopted in 1905 provided for the organization of the entire working class into 13 industrial departments, in each of which departments the workers were to be united regardless of trade or craft, and this form of organization has in general been adhered to.

Internal dissension has resulted in the withdrawal of support by a number of the more powerful organizations which were identified with the early history of the Industrial Workers of the World and many of the more prominent socialist leaders also withdrew from the organization. An effort in 1908 made by certain of its leaders to put the I. W. W. on a non-political basis resulted in a split in the organization and another organiza-

¹ The tactics or methods advocated by the organization, as stated by its president, Vincent St. John, in a pamphlet entitled — *The I. W. W., Its History, Structure, and Methods*, are as follows:

"As a revolutionary organization the Industrial Workers of the World aims to use any and all tactics that will get the results sought with the least expenditure of time and energy. The tactics used are determined solely by the power of the organization to make good in their use. The question of "right" and "wrong" does not concern us.

"No terms made with an employer are final. All peace, so long as the wage system lasts, is but an armed truce. At any favorable opportunity the struggle for more control of industry is renewed.

"The Industrial Workers realize that the day of successful long strikes is past. Under all ordinary circumstances a strike that is not won in four to six weeks cannot be won by remaining out longer. In trustified industry the employer can better afford to fight one strike that lasts six months than he can six strikes that take place in that period.

"The organization does not allow any party to enter into time contracts with the employers. It aims, where strikes are used, to paralyze all branches of the industry involved, when the employers can least afford a cessation of work — during the busy season and when there are rush orders to be filled.

"The Industrial Workers of the World maintains that nothing will be conceded by the employers except that which we have the power to take and hold by the strength of our organization. Therefore we seek no agreements with the employers.

"Failing to force concessions from the employers by the strike, work is resumed and "sabotage" is used to force the employers to concede the demands of the workers.

"The great progress made in machine production results in an ever increasing army of unemployed. To counteract this the Industrial Workers of the World aims to establish the shorter work day, and to slow up the working pace, thus compelling the employment of more and more workers.

"To facilitate the work of organization, large initiation fees and dues are prohibited by the I. W. W.

"During strikes the works are closely picketed and every effort made to keep the employers from getting workers into the shops. All supplies are cut off from strike bound shops. All shipments are refused or mis-sent, delayed and lost if possible. Strike breakers are also isolated to the full extent of the power of the organization. Interference by the government is resented by open violation of the government's orders, going to jail en masse, causing expense to the taxpayers — which are but another name for the employing class.

"In short, the I. W. W. advocates the use of militant "direct action" tactics to the full extent of our power to make good."

tion of the same name with headquarters now in Detroit was formed, this faction, if such it may be called, laying particular stress upon political activity as a part of its economic program.

The I. W. W. has, particularly since 1908, devoted its attention principally to the organization of unskilled and alien workingmen — in the Western States among the migratory laborers engaged in railroad construction and in the lumber and fruit industries, and in the Eastern States among the workmen in the steel plants and textile workers. The most notable strikes which it has conducted were the McKees Rocks strike in 1909 and the textile strike in Lawrence in the early part of 1912, which latter strike has brought the I. W. W. into national prominence.

The present paid up membership of the I. W. W., according to a statement¹ by Mr. Vincent St. John, general secretary-treasurer, is 70,000, distributed as follows: Textile industry, 40,000; lumber industry, 15,000; railroad construction, 10,000; metals and machinery, 1,000, and miscellaneous, 4,000.

Industrial unionism is not confined to the Industrial Workers of the World, for the Western Federation of Miners, the United Mine Workers of America, and the International Union of the United Brewery Workmen of America, all three of which are affiliated with the American Federation of Labor, include nearly all of the crafts in their respective industries. The movements toward uniting the two miners' organizations into a mining department of the American Federation of Labor and the organization of the building trades department, metal trades, and railroad employees, show tendencies toward industrial unionism even within this Federation of craft unions. At the Rochester convention of the American Federation of Labor in

November, 1912, the question of industrial unionism was debated with vigor, John Mitchell, of the United Mine Workers, and Second Vice-president of the American Federation of Labor, being one of the principal advocates for the adoption of that principle. The following extract from a report of the Executive Council of the Federation, in discussing a proposed amendment to the Constitution, indicates that while the Council was most emphatic in its opposition to the methods advocated by the Industrial Workers of the World, it was desirous of making it clearly understood that its attitude toward the principle of industrial unionism was by no means one of intolerance:

The American Federation of Labor realizes that there is still much to do, but repudiates the insinuation which is implied by the term "Industrial Unionism" as it is employed by the so-called "Industrial Workers of the World" in antagonism to "Trade Unionism," for in that implication the false impression is conveyed that the trade unions are rigid, unyielding, or do not adjust themselves to meet new conditions and do not advance, develop or expand, whereas the whole history of the trade union movement in the past thirty years demonstrates, beyond successful contradiction, that there is not a day which passes but which witnesses in the trade union movement in America the highest and loftiest spirit of sacrifice in order to co-operate with our fellow-workers for their interest and common uplift.

In line with the historic, intelligent, and comprehensive attitude which the American Federation of Labor has pursued since its inception, we urge still greater effort and energy in the work of more thoroughly organizing the unorganized workers, pursued to its fullest extent; to urge upon the organized workers a more thorough co-operation, to advocate amalgamation of organizations of kindred trades and callings, and a more thorough federation of all organized labor, to the end that economic, political, moral and social justice shall come to the toilers, the wealth producers of America.

¹ See article by Louis Levine entitled "*The Development of Syndicalism in America*" in *Political Science Quarterly*, Vol. XXVIII, No. 3, Sept., 1913, p. 478.

APPENDIX II.

DEFINITIONS AND EXPLANATION OF TERMS.¹

(a) The term "*labor organization*" as used by this Bureau is a group of wage-earners employed in the same trade or industry who have associated themselves for the purpose of securing, by united action, the most favorable rates of wages, hours of labor, and other working conditions obtainable. There are three distinct types of labor organizations in the United States, — (a) the *local*, (b) the *delegate*, and (c) the *national* or *international*.

(b) The *local trade union*, properly so-called, is composed of wage-earners working in a definite locality and employed in the same craft, occupation, or industry. Its affairs are authorized by direct vote of the members in formal meetings. The term "local" is customarily used by organized wage-earners to signify "local trade union" or "local union" and for purposes of brevity is so used in this report. Some locals have subordinate departments, such as the "chapels" among printers or the "shop crews" in other trades. In those localities where no local has been formed employees often attach themselves to the nearest local elsewhere, although they may not be able to participate in its deliberations. In some localities where there is not a sufficient number of persons in a single craft to form a distinct local for each craft the American Federation of Labor has made it a practice to form what are known as "federal labor unions," in which are associated those wage-earners whose occupation is such that they are not eligible to join any of the existing locals in that locality. The term "local" as used in this report includes not only organizations whose official names actually include the word "union," but also other organized bodies of wage-earners who prefer to be known as "associations," "assemblies," or "lodges."

(c) A *delegate organization* consists of a body

of representatives from a group of local unions or other delegate organizations. The function of such bodies is to make possible concerted action by the local unions in particular trades or localities through these representatives, known as "delegates," who have been elected by the several locals for the purpose of considering matters of common interest. The influence of each organization of this character is determined largely by the number, membership, and degree of organization of the local unions represented by the delegates elected. Among the delegate organizations there are several distinct types. (See "State and District Councils," "Central Labor Unions," and "Local Trades Councils," defined on pages 118 and 119.)

(d) A *national* or *international organization* represents a group of affiliated local unions covering a larger territory than a single State, but ordinarily having jurisdiction over but one trade or several closely allied trades. The only distinction between national and international organizations is that the latter may have affiliated locals in more than one country. In this report the word "international" is used to designate both national and international organizations, a use of the term which general usage amply justifies. An international union may have affiliated locals in each of those States or districts where there are wage-earners employed in the trade over which that international has assumed jurisdiction. Thus some of the stronger internationals have affiliated locals in nearly every State in the Union and some have affiliated unions in Porto Rico, Hawaii, the Isthmian Canal Zone, the Philippines, Canada, and Mexico. The Industrial Workers of the World, an organization originating in the United States, has established branches in England, Australia, Hawaii, and South Africa. Likewise, two British organiza-

¹ For a very thorough study of the various forms of trade unions, see monograph entitled "*The Government of American Trade Unions*" by Theodore W. Glocker, Ph.D., published in 1913 as one of the *Johns Hopkins University Studies in Historical and Political Science*. See also article by Professor George E. Barnett on "*The Dominance of the National Union in American Labor Organization*," published in *The Quarterly Journal of Economics*, Vol. XXVII, No. 3, May, 1913.

tions have affiliated "Societies" in this country — The Amalgamated Society of Carpenters and Joiners and the Amalgamated Society of Engineers, the latter body including machinists, millwrights, and pattern makers. These "Societies" also have branches in Canada, Australia, New Zealand, and South Africa. The word "National," forming a part of the official title of some organizations, is sometimes misleading, inasmuch as the organization so designated may have a very limited number of affiliated locals and these may be concentrated in a few localities only. The name may thus be merely prophetic of what the organization hopes to become, or, as in the case of one or two organizations, the trade over which the organization has jurisdiction may be confined to a limited section of the country, thereby precluding the union's further growth territorially.

A large majority of the internationals in the United States have become affiliated with the American Federation of Labor, undoubtedly the most extensive organization which has been developed in the American continent. The principle of federation is similar to that of the local unions with their respective internationals, and its revenue is raised by a per capita tax on the members of each affiliated union and by charter fees.

The International Union of the United Brewery Workers of America, the Western Federation of Miners, and the United Mine Workers of America, while affiliated with the American Federation of Labor, depart somewhat from the typical form of International and National Organizations affiliated with the Federation in that they comprise locals of which the membership is not always confined to a single branch of trade or occupation. Thus the locals of brewery workers may in addition to brewery workers include bottlers, drivers, stationary firemen, and other employees about the brewery, and likewise the local unions of mine workers include many of the different trades employed about the mines as well as those who are actually miners.

Notable among the internationals which are not affiliated with the American Federation of Labor are several large railway organizations which, while without formal federation among themselves, are nevertheless closely associated through sympathy and identity of interests. Two other organizations commonly classed as federations — the Knights of Labor and the Industrial Workers of the World — differ fundamentally from the American Federation of

Labor in that they are composed not of affiliated internationals each reserving to itself a large measure of trade autonomy but are composed rather of affiliated local bodies organized on an industrial basis and having a membership consisting of wage-earners in various more or less unrelated trades. The Industrial Workers of the World aims at a system of affiliation on the widest scale, and frankly states its antagonism to established trade union methods.

As variations of this type of organization may be mentioned other organizations which are, in principle, alliances of national unions having jurisdiction over related trades. The triple alliance of the International Typographical Union, the International Printing Pressmen and Assistants' Union, and the International Brotherhood of Bookbinders may be cited as illustrative of this form of association along trade lines. The American Federation of Labor has established five departments: Building Trades Department, Metal Trades Department, Mining Department, Railroad Employees Department (all branches are not represented, however), and Union Label Trades Department. The last named department is composed of cigar makers, garment workers, printers, paper makers, and other trades which produce articles in which the use of the union label is practicable. Each department has a chairman and secretary and is concerned with matters affecting the group of trades.

(e) *State and District Councils.* — Between the local union and the international body there are sometimes organized State or district councils, which are composed of delegates from local unions of a particular trade organization within a given locality, the locality being in some cases a county, State, or group of States. Such a body is the Massachusetts State Council of Carpenters and Joiners, in which are associated for certain purposes representatives from all of the local unions of carpenters in Massachusetts. The Massachusetts State Council of Wood, Wire, and Metal Lathers and other similar organizations have their own officers and definite authority within the district, represented by their affiliated locals. *State Federations* such as the Massachusetts State Branch of the American Federation of Labor, for example, are organized upon a basis similar to the central labor unions, but the territory from which local unions are eligible is a State rather than a city.

(f) *Central Labor Unions.* — In nearly all of the cities and in several of the large towns there is a central labor union (sometimes called a "trades and labor council" or "city central"). Such body is composed of delegates from the local unions of various trades in a certain definite locality. Usually a majority of the local unions in a city are affiliated with the Central Labor Union of that city.

(g) *Local Trades Councils.* — Federations of local unions, generally known as "local trades councils," are made up in the larger cities of delegates from local unions of closely allied trades grouped together for certain stated purposes. The local Carpenters' District Councils, the building trades councils, and allied printing trades councils are examples of this form of federation.

APPENDIX III.

EXPLANATION OF THE SCOPE AND METHOD OF THE REPORT.

The greater portion of the facts which are presented in this report were obtained in answer to inquiries contained in schedules¹ which were returned by mail by union officials who were qualified to furnish the requisite information. In those instances where the union officials (resident in Massachusetts) failed to return the schedules properly filled out, agents of this Bureau obtained the information from such officials directly or from some other reliable source. There were only a few instances where the international officials failed to supply the information requested, and in nearly all of those instances it was possible to obtain the facts from the official journal of the organization or from some organizer or other representative residing in Massachusetts.

The returns here published were furnished as of the date December 31, 1912, with the exception of the quarterly statistics of unemployment which were requested as of the respective dates, March 30, June 29, and September 30, as well as of December 31, and with the exception of the data relative to wages and hours of labor which were requested as of the date, October 1, 1912. In some instances, owing to the failure or inability of certain organizations to state their membership as of the date, December 31, 1912, we have used the corresponding figure obtained at the end of the next earlier quarter of the year as returned on the Bureau's quarterly schedule on "Employment and Membership."

The data showing the number and membership of organizations in existence on December 31, 1912, as classified by municipalities, industries, and occupations, may be taken as an authoritative and approximately complete showing as to the aggregate membership of all the local organizations in the Commonwealth at the close of the year. With respect to the statistics of unemployment and the data relative to wages and hours of labor, it may be stated that while no information was received

in some instances and in other instances the inquiries were not applicable owing to the nature of the organization addressed, for all practical purposes the tabulations may be considered sufficiently complete to answer the purpose for which they have been secured — that of showing the general conditions in those occupations, industries, and municipalities which are, to any considerable extent, organized.

A classification of local organizations by cities and towns is a rather essential one because the unit sphere of union activity is the local community, whether that be a city, a town, or a section of a city or town, but such a classification is no simple task for the reason that in many instances a so-called local organization may have jurisdiction over one or more adjoining cities or towns, or, in the case of railroad organizations, over even an entire railroad system. In those instances where the jurisdiction of an organization covers more than one city or town the Bureau has classified such organization under that city or town in which it maintains its headquarters, the membership of such organization being largely confined to the locality in which its headquarters are located. The total membership of organizations classified under Boston, for example, is probably in excess of the actual number of organized workingmen who reside in Boston because, for convenience, certain residents of neighboring localities may be members of an organization having its headquarters in Boston. In the case of certain so-called local railroad organizations the membership may include employees from even distant points on the particular railroad system represented; nevertheless, the point of departure is the essential consideration, and it is partly for this reason that no attempt has been made to determine the actual residence of the members of such unions. Accurate showing on the latter basis would obviously be very difficult, rendering it necessary for the Bureau to ascertain the actual place of residence of each mem-

¹ For specimens of these forms, see *post* pages 122 to 127.

ber of each local organization in the State, or, at least to secure a statement in detail from each organization as to the residence of its members, a task which the value of the information would hardly justify.

It is also somewhat difficult to classify local unions on the basis of occupations and of industries because the locals are not always organized strictly on an occupational or industrial basis, consequently it is necessary in some cases to classify a particular union under that occupation or industry in which the greater portion of its members may be employed or to combine several occupations under one title in those cases where the members of the local union are not all employed in the same occupation. Thus, in the case of certain unions of boot and shoe workers known as "mixed unions," the membership may consist of lasters, stitchers, cutters, and others in diversified branches of the work of boot and shoe manufacturing. Such mixed unions are more apt to be found in those localities in which there are not a sufficiently large number in any single branch of the trade to justify the formation of separate unions. Owing to these difficulties in classification it has not been possible to present the returns with that degree of detail or exactness in classification that might be possible were the returns supplied by the individual as the unit of investigation, as in the case of a census. Nevertheless, the returns by

occupations and industries, as in the case of the returns by municipalities, are presented sufficiently in detail to serve the purpose for which they were obtained.

Details relating to individual organizations are not published by this Bureau, although bureaus in several other States have found it advisable to do so, for the reason that we believe that such information should be considered confidential and that it has served its chief purpose when presented so as to show general conditions throughout the Commonwealth without disclosing facts which might be used to the detriment of any organization. By express permission, however, we are accustomed to publish under the name of the organization to which it applies the information appearing in our Annual Directory of Labor Organizations. In our statistical tables we have not in any case presented facts which referred to less than three unions, and usually the minimum number has been five unions in any class.

The Bureau desires to manifest that same disposition not to violate the confidence of its reporting agencies in the case of the labor organizations in the Commonwealth as it has steadfastly maintained in the case of industrial establishments for the long period of years (1886-1912) during which it has been accustomed to collect and publish statistics of manufactures.

APPENDIX IV.

SPECIMEN FORMS OF INQUIRY TO OFFICIALS OF LABOR ORGANIZATIONS.

1. SCHEDULE SENT TO SECRETARIES OF INTERNATIONAL LABOR ORGANIZATIONS.¹**The Commonwealth of Massachusetts**

CHARLES F. GETTEMY
DIRECTOR

Bureau of Statistics**LABOR DIVISION***State House**Boston,***INTERNATIONAL LABOR ORGANIZATIONS.**

1. Name of International Organization,
 2. Name and Address of International Secretary,
 3. Title of Official Journal,
(If none is published, kindly write "None.")
 4. Place and date of **last** convention,
 5. Place and date of **next** convention,
 6. Total number of chartered locals,
 7. Total number of chartered locals in Massachusetts,
 8. Total membership of chartered locals in Massachusetts,
 9. Local unions in Massachusetts affiliated with the International,
- (The list may be written in below or enclosed separately if more convenient.)

NAME AND NUMBER OF LOCAL	CITY OR TOWN WHERE LOCATED	NAME OF LOCAL SECRETARY	ADDRESS OF LOCAL SECRETARY
.....
.....

10. If any local unions in Massachusetts have disbanded since June 1, 1910, kindly give names of such locals, stating also the cause and date of their disbanding.

NAME AND NUMBER OF LOCAL	CITY OR TOWN	DATE OF DISBANDING	CAUSE OF DISBANDING
.....
.....

This Bureau would be pleased to receive a copy of your Constitution and By-laws as last amended, and also a copy of your last convention report.

Information supplied by
Date Official position,



¹ A copy of this schedule was sent on December 31, 1912, to each national or international organization known to have affiliated with it at least one local union in the United States.

2. SCHEDULE SENT TO DELEGATE LABOR ORGANIZATIONS.¹

The Commonwealth of Massachusetts

BUREAU OF STATISTICS

LABOR DIVISION

STATE HOUSE, BOSTON

CHARLES F. GETTEY
DIRECTOR

DIRECTORY—DELEGATE LABOR ORGANIZATIONS.

NOTICE. — Kindly answer each question, in order that further correspondence may be rendered unnecessary. If any question is not applicable to your organization, mark a cross (X) opposite such question. Where the proper answer is "NONE," this word should be written, so that we may know that the question has been considered by you.

1. Official name of organization?
2. What territory is included within the jurisdiction of your organization?
3. Place of meeting
4. Time of meeting
5. Address of business office Telephone number
6. Name and address of president
7. Name and address of recording secretary
8. Name and address of financial secretary
9. Name and address of business agent
10. When does the next election of officers occur?
11. Total number of local organizations affiliated with your organization
12. Local unions in **Massachusetts** affiliated with your organization:

(This list may be written in below or enclosed separately if more convenient.)

NAME AND NUMBER OF LOCAL	CITY OR TOWN WHERE LOCATED	NAME OF LOCAL SECRETARY	ADDRESS OF LOCAL SECRETARY
.....
.....
.....

13. Does your organization negotiate with employers or employers' associations for agreements or working rules in behalf of the local unions affiliated with your organization? If so, kindly enclose a copy of any such agreement now in effect.

Date Information supplied by
 Official position
 Address



¹ A copy of this schedule was sent on December 31, 1912, to each delegate labor organization known to have affiliated with it at least one local union in Massachusetts.

3 (a). SCHEDULE SENT TO SECRETARIES OF LOCAL LABOR
ORGANIZATIONS.¹



The Commonwealth of Massachusetts

BUREAU OF STATISTICS

LABOR DIVISION

STATE HOUSE, BOSTON

CHARLES F. GETTEMY
DIRECTOR

REPORT FOR DECEMBER 31, 1912.

NOTICE. — Kindly answer each question, in order that further correspondence may be rendered unnecessary. If any question is not applicable to your organization, mark a cross (X) opposite such question. Where the proper answer is "NONE," this word should be written, so that we may know the question has been considered by you.

DIRECTORY OF LABOR ORGANIZATIONS, 1913.

1. City or town where union is located
 2. What other cities or towns are within the jurisdiction of your local union?
 3. Name and local number of union
 4. Date of next election of officers
 5. Place of meeting
 6. Time (day of week and hour) of meeting
 7. Name and address of recording secretary
 8. Name and address of financial secretary
 9. Name and address of business agent

**EMPLOYMENT AND MEMBERSHIP,
DECEMBER 31, 1912.**

	Men	Women
10. Number of members idle on account of lack of work or material ,
11. Number of members idle on account of weather ,
12. Number of members idle on account of strike or lockout ,
13. Number of members idle on account of sickness, accident, or old age ,
14. Number of members idle on account of other reasons , {
Specify reasons, {
15. Total number of members idle on the date specified,
16. Total membership of local organization on the date specified above,

¹ A copy of this schedule was sent on December 31, 1912, to each local union known to be in existence in Massachusetts on that date.

3 (b). SECOND PAGE OF SCHEDULE SENT TO SECRETARIES
OF LOCAL LABOR ORGANIZATIONS.¹



The Commonwealth of Massachusetts

BUREAU OF STATISTICS

LABOR DIVISION

STATE HOUSE, BOSTON

CHARLES F. GETTEMY
DIRECTOR

AGREEMENTS.

17. Are the members of your local organization now working under a **written** agreement with employers or an employers' association?..... If so, kindly answer the following inquiries:
18. When did your present **written** agreement go into effect?.....
19. When does this agreement expire?.....
20. How many firms have signed this agreement?.....
21. How many firms which employ persons eligible to join the union have not signed this agreement?.....
22. If your local union has adopted a new trade agreement since December 31, 1911, kindly enclose a copy.

WAGES AND HOURS OF LABOR.

23. Have any changes in **rates of wages** affecting members of your union taken place since your last report to this Bureau on **October 1, 1912?**..... If so, specify what the changes were:.....
24. Have any changes in **hours of labor** affecting members of your union taken place since your last report to this Bureau on **October 1, 1912?**..... If so, specify what the changes were:.....

CONSTITUTION AND BY-LAWS.

25. The latest copy of the constitution and by-laws of your local union on file was received..... Have you a later edition?..... If so, kindly enclose a copy.

OTHER INQUIRIES.

NOTE. — Remarks with reference to any of the following inquiries may be written on the reverse side of this schedule.

26. Is your local organization incorporated?..... If so, state year.....
27. Does your local organization make use of a union label?..... If so, kindly enclose a copy of such label, stating conditions on which it is granted to employers.....
28. Are salaries paid to the officers of your local organization? If so, state office and rate of payment.....
29. Does your local organization provide a pension system for its members **independently of** your International organization?..... If so, kindly enclose a brief description of such system.

Date..... Information supplied by.....

Official position.....

Address.....



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¹ See note ¹ on the previous page.

4. SCHEDULE SENT QUARTERLY TO SECRETARIES OF LOCAL LABOR ORGANIZATIONS.¹



The Commonwealth of Massachusetts

BUREAU OF STATISTICS

LABOR DIVISION

STATE HOUSE, BOSTON

CHARLES F. GETTEMY
DIRECTOR

Report for

NOTICE. — The Bureau is desirous that each question be answered carefully in order that further correspondence may be rendered unnecessary. Where the proper answer is "NONE," this word should be written in so that we may know that the question has been considered by you. Remarks with reference to short-time or overtime, or with reference to any other matter, may be written on the reverse side of this schedule.

1. City or town where your organization is located.....
2. Name and local number of your organization.....
3. Occupation or kind of work done.....

EMPLOYMENT AND MEMBERSHIP.

	Men	Women
4. Number of members idle on account of lack of work or material,		
5. Number of members idle on account of weather,		
6. Number of members idle on account of strike or lockout,		
7. Number of members idle on account of sickness, accident, or old age,		
8. Number of members idle on account of other reasons, {		
Specify reasons,		
9. Total number of members idle on the date specified,		
10. Total membership of local organization on the date specified above,		

(Signature of Secretary or other union official supplying the above information.)

Date..... (Official position.)

(Address.)



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¹ A copy of this schedule was sent quarterly to each local union known to be in existence at the close of each quarter in 1912, except at the close of the fourth quarter when the inquiries were added to the schedule for December 31, 1912, reprinted on pages 124 and 125.

5. SCHEDULE SENT TO SECRETARIES OF LOCAL LABOR ORGANIZATIONS.¹



The Commonwealth of Massachusetts

BUREAU OF STATISTICS

LABOR DIVISION

STATE HOUSE, BOSTON

CHARLES F. GETTEMY
DIRECTOR

**WAGES AND HOURS OF LABOR,
OCTOBER 1, 1912.**

NOTICE.—The Bureau is desirous that each question be answered carefully in order that further correspondence may be rendered unnecessary. Where the proper answer is "NONE," this word should be written in so that we may know that the question has been considered by you. Remarks with reference to any question may be written on the reverse side of this form. The information furnished on this form will be published by trades and localities.

1. City or town where your organization is located?.....
2. Name and local number of your organization?.....
3. Kindly give the union rates of wages and hours of labor in effect October 1, 1912, for each branch of trade or occupation pursued by members of your organization; also state the rates of wages which were in effect October 1, 1911. If working by the piece, kindly enclose union schedule of piece-rates.

TRADE OR OCCUPA-TION.	Scale of Wages in Effect —			Rates of Pay for —		Hours of Labor a Week —	
	October 1, 1912	October 1, 1911	Per Hour, Day, or Week	Overtime	Sundays and Holidays	October 1, 1912	October 1, 1911
.....
.....
.....

4. Is the Saturday half-holiday in effect in your trade?..... For how many months in the year?.....
5. What are the regular hours of labor on each day except Saturday and Sunday?..... On Saturday?..... On Sunday?.....
6. If any general change in wages occurred in your craft between September 30, 1911, and September 30, 1912, kindly state when change occurred..... and how many members were affected: Males..... Females..... Total.....
7. If any general change in weekly hours of labor occurred in your craft between September 30, 1911, and September 30, 1912, kindly state when change occurred..... and how many members were affected: Males..... Females..... Total.....

ACREEMENTS.

8. If your union has adopted a new trade agreement since September 30, 1911, will you kindly enclose a copy?

(Signature of Secretary or other union official supplying the above information.)

Date.....

(Official position.)

(Address.)



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¹ A copy of this schedule was sent on September 30, 1912, to each local union known to be in existence in Massachusetts on that date.



PUBLICATIONS OF THE BUREAU OF STATISTICS.

I. REPORT ON THE STATISTICS OF LABOR.

(Public Document No. 15.)

The publication of the Annual Report on the Statistics of Labor began in 1870, the Labor Bulletin in 1898, and Special Reports have been issued from time to time as occasion required. Upon the completion of the 43d Annual Report on the Statistics of Labor for 1912, the publication of separate series of (a) Parts of the Annual report on the Statistics of Labor (Public Document No. 15), (b) Labor Bulletins, and (c) Special Reports, will be discontinued, and beginning with 1913 a Labor Bulletin will be published at irregular intervals and each number will contain matter devoted to one subject, concerning labor or the condition of the wage-earning population or questions of general economic or social interest. These Bulletins will be numbered consecutively, as issued, beginning with No. 94 and will be dated as of the date when the copy for same was despatched to the State Printers. The Bulletins issued during each fiscal year (ending November 30) will thereafter constitute the Annual Report on the Statistics of Labor, Massachusetts Public Document No. 15, for the year. A list of the Reports and Bulletins issued since January 1, 1912, will be found below. A list of the Reports and Bulletins issued prior to January 1, 1912, will be furnished on application.

Persons or organizations desiring to receive the Labor Bulletins as issued will be placed upon the mailing list upon making application to the Bureau on a form provided for this purpose.

The following is a list of the Parts of the Annual Report on the Statistics of Labor issued by this Bureau since January 1, 1912. Those indicated by an asterisk (*) are now out of print; those which remain in print will be mailed to applicants upon receipt of the amount indicated to cover the cost of mailing.

1911. *Part I. 12th Annual Report on Strikes and Lockouts, 1911—*Part II. 4th Annual Report on Labor Organizations, 1911—Part III. Collective Agreements between Employers and Labor Organizations (6 v.). Bound in cloth (15 c.).

1912. Part I. The Immigrant Population of Massachusetts, containing (I) 8th Annual Report on Immigrant Aliens Destined for and Emigrant Aliens Departed from Massachusetts, 1912; (II) Immigrants in Cities and Industries, an abstract of the Report of the United States Immigration Commission; and (III) Foreign-born Population of Massachusetts, an abstract of statistics of population of the 13th Federal Census, 1910 (5 c.)—Part II. Labor Bibliography, 1912 (3 c.)—Part III. 13th Annual Report on Strikes and Lockouts, 1912 (4 c.).

The following is a list of the Labor Bulletins issued by this Bureau since January 1, 1912. Those indicated by an asterisk (*) are out of print; those which remain in print will be mailed to applicants upon receipt of the amount indicated to cover the cost of mailing.

No. 88, January, 1912. Homesteads for Workingmen (2 c.).

No. 89, February, 1912. 17th Quarterly Report on the State of Employment, December 30, 1911 (1 c.).

*No. 90, March, 1912. 7th Annual Report on Immigrant Aliens Destined for and Emigrant Aliens Departed from Massachusetts, 1911.

No. 91, April, 1912. Time-Rates of Wages and Hours of Labor in Certain Occupations on October 1, 1911 (3 c.).

No. 92, June, 1912. Labor Legislation in Massachusetts, 1912 (4 c.). The labor laws of years prior to 1912 were published in Labor Bulletins Nos. 67 (6 c.) and 84 (5 c.).

No. 93, August, 1912. 11th Annual Directory of Labor Organizations in Massachusetts, 1912 (3 c.).

No. 94, March 1, 1913. 12th Annual Directory of Labor Organizations in Massachusetts, 1913 (3 c.).

No. 95, October 1, 1913. Labor Legislation in Massachusetts, 1913, with text of Legislation of 1912 and Cumulative Index of the Labor Laws in effect December 31, 1913 (10 c.).

No. 96, October 10, 1913. 5th Annual Report on Labor Organizations, 1912 (4 c.).

II. REPORT ON THE STATISTICS OF MANUFACTURES.

(Public Document No. 36.)

The publication of the Annual Report on the Statistics of Manufactures began in 1886, but all reports prior to 1903, and issues for 1905 and 1910, are out of print. Each report issued prior to 1907 contained comparisons for identical establishments, between two or more years, as to Capital Devoted to Production, Stock and Materials Used, Goods Made, Persons Employed, Wages Paid, and Time in Operation. Beginning with 1907 the comparisons for identical establishments were omitted, and all returns made to the Bureau included in the tabulations. A few reports for the following years are still available for distribution, and will be sent to any address, on receipt of the amount specified in postage:—1903 (10 c.); 1904 (5 c.); 1906 (5 c.); 1907 (5 c.); 1908 (5 c.); 1909 (5 c.); and 1911 (5 c.).



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